

Returned Australian Youth Ambassadors for Development online research

prepared for **AusAID**

by

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1 EXECUTIVE SUMMARY

1.1 Introduction

Colmar Brunton Social Research (CBSR) was approached by AusAID to conduct a survey of RAYADs (Returned Australian Youth Ambassadors for Development), 8 years since the commencement of the Australian Youth Ambassadors for Development program. The program aims to strengthen mutual understanding between Australia and the countries of the Asia Pacific region and make a tangible contribution to targeted country development and increase the pool of young Australians available to the Australian development sector.

The objective of this research was to 'trace' RAYADs who have participated in the program since 1998 to assess if the program has been effective in increasing the pool of young Australians available to the development sector, and to identify the strengths and weaknesses of the program. The specific research objectives were:

1. Did participation in the program encourage RAYADs towards a career in development?
2. Did the AYAD experience:
 - a. provide personal and professional development experience?
 - b. increase their understanding of other cultures in Partner countries?
 - c. increase their knowledge of emerging and long term development needs in partner countries?
 - d. progress their career path in aid and development?
 - e. assist them in transition from a different career to development?
 - f. develop linkages and network between Partner Organisation in Australia and those in developing countries?
 - g. altered their perception of developing countries?
 - h. facilitate non-dependent relationship and partnerships based on long term sustainability?
 - i. provide support through volunteer program to give a professional development opportunity in Australia?

The research involved an online survey of 202 RAYADs. The research was conducted between 28th November 2005 and 11th December 2005 and received a response rate of 31%, very high for online research.

This report presents the findings of this research.

1.2 Key findings

1.2.1 Whether participation in the program encouraged RAYADs towards a career in development

Most (88%) of the RAYADs responding to the survey were employed, either full or part time and 28% of these employed RAYADs were working in the development sector at the time of the research. This means that overall 24% were working in aid and development. Of these 54 respondents working in the development sector, 24% were working for private contractors and 24% for international Non-Government Organisations (NGOs).

Though 28% of employed RAYADs surveyed were working in development, most (85%) agreed that their AYAD assignment increased their knowledge of the development sector and

64% said it assisted them in their career. Of the 64% agreeing that their assignment assisted them in their career, 22% mentioned that they continued working in the field, 14% said it gave them a better understanding of international development and 8% said it confirmed their interest in the development sector.

In addition, though 28% of working RAYADs were actually working in development, more (51% of those surveyed) have participated in an AusAID or other aid and development event since the completion of their AYAD assignment, with the majority of events participated in being connected to AusAID or the AYAD program.

1.2.2 Other impacts of the AYAD experience

A personal and professional development experience

64% of respondents agreed that their AYAD experience assisted them in their careers through providing a greater range of work experience than was available to them within Australia, increased employment opportunities and an expansion of their range of personal skills. When asked about the overall impact of their AYAD experience, most responses from RAYADs surveyed were connected to either personal or professional development (42% and 31% respectively). A few respondents did mention negative impacts of the program, such as a negative impact on their career development, though these views were not common and an overall positive view on the impact of the experience was shown by the fact that 91% had promoted the program to other young people.

Increased understanding of other cultures in partner countries

Almost all respondents (94%) agreed (73% strongly) that their AYAD experience increased their understanding of other cultures. This aspect of the program was also mentioned in responses to open-ended questions regarding its impact. 14% said it had assisted them in their career development by giving them a greater understanding of cultural differences and 29% mentioned 'cultural appreciation' as an overall impact of their experience.

Increased knowledge of emerging and long term development needs in partner countries

Most RAYADs surveyed agreed (85% agreed, 52% strongly) that their AYAD assignment had increased their knowledge of the development sector and 14% mentioned this better understanding of international development as a reason why the experience had assisted them in their career development. In addition, 24% of respondents mentioned a better awareness of global development issues as an overall impact of their AYAD assignment.

Progress in career path in aid and development

28% of employed RAYADs surveyed confirmed that they were currently working in the aid and development sector¹: 24% of these for international NGOs, 24% for private contractors and 13% for the United Nations. 64% of respondents agreed that their AYAD experience assisted them in their career development and some answers as to why confirmed the

¹ 24% of the total sample (both employed and unemployed RAYADs) were currently working in aid and development.

program's assistance in an aid and development career path. 22% said that they had continued to work in the field, 15% said that the program provided them with contacts and networks, 14% said it gave them a greater understanding of international development and 8% said it confirmed their interest in the development sector.

Assisted in transition from a different career to development

Findings on this objective are not as clear, though 12% of those who said that their AYAD assignment assisted them in their career development said that it confirmed or changed their career direction. Less positively, 2% said that overall their AYAD experience left them confused about their future career direction.

Develop linkages and networks between Partner Organisations in Australia and those in developing countries

Only 28% of RAYADs surveyed took part in an AYAD assignment initiated by an Australian Partner Organisation (APO), but of those who did, 75% had been in ongoing contact with their APO since the completion of their AYAD assignment.

Altered perception of developing countries

As previously mentioned, most respondents (94%) agreed that their AYAD experience had increased their understanding of other cultures and increased cultural appreciation and awareness was mentioned as reasons why the AYAD program had assisted in respondents' career development as well as an overall impact.

Facilitating non-dependent relationships and partnerships based on long-term sustainability

As mentioned, 75% of RAYADs whose assignment was initiated by an APO have had ongoing contact with that organisation since the completion of their AYAD. More crucially, almost all (98%) RAYADs surveyed had been in ongoing contact with people they met whilst on their assignment.

In addition, almost all of the RAYADs surveyed had sought to facilitate the growth of the program by promoting the AYAD experience to other young people and 51% had participated in an aid and development event since the completion of their assignment.

Support through volunteer program, giving a professional development opportunity in Australia

64% of respondents agreed that their AYAD assignment assisted them in their future career. Key findings from the open-ended questions offered to respondents in the survey indicate that a majority of respondents thought that their AYAD assignment provided a professional development opportunity. A number of respondents (64%) indicated that they believe they now have more opportunities for employment as a result of the professional and personal skills and experience they gained from their assignment.

1.3 Recommendations

The 202 RAYADs surveyed are overwhelmingly positive about their AYAD assignment experience and its impact on their lives as a result. The fact that 91% have promoted the program to other young people is a testament to how well they viewed their experience. Most RAYADs surveyed agreed that their AYAD experience had improved their understanding of other cultures and the development sector and many cited both personal and professional development as a positive impact of their participation in the program. Long term relationships and partnerships had been created in many cases with almost all respondents having ongoing contact with people they met whilst on completing their AYAD assignment.

The effectiveness of the AYAD program in increasing the pool of young Australians available to the development sector is less clear. Although 28% are now working in development, few mentioned specific development work when giving reasons as to why the program had assisted them in their career development. In addition, whilst almost all respondents agreed that their AYAD experience increased their knowledge of the development sector and other cultures, fewer (64%) said that it assisted them in their future career. Although these results are strong, there is still room for AusAID to improve the ability of the AYAD program to increase the pool of young Australians available to the sector. Therefore, CBSR recommends a three-fold approach:

- Firstly, CBSR recommends that this aspect of the program is highlighted more clearly in its marketing and promotion in order to encourage young people with a development career in mind to take part. The focus on preparing for a future career in the development sector, including network building, developing of new skills and gaining new qualifications should be highlighted and built on if necessary to encourage highly motivated young people to apply and take part.
- Secondly, once the assignments begin, AusAID should ensure that all participants have adequate access to networks and opportunities so that they can progress to a career in development once their AYAD experience is over.
- Thirdly, CBSR recommends that the focus on career development is kept up once AYAD assignments are completed. The role of the AYAD alumni in providing networking opportunities, career advice and job advertisements should be further promoted to RAYADs to increase their likelihood of taking up a career in the development sector.

Finally, though most RAYADs surveyed agreed that their AYAD assignment had increased their understanding of the development sector, few mentioned it as a specific reason for why the AYAD program assisted them in their career development. Therefore, CBSR also recommends that more work is done whilst AYADs are on an assignment to ensure that their work provides them with knowledge of the development sector and that this knowledge is built on via the AYAD alumni network.

2 INTRODUCTION

Colmar Brunton Social Research (CBSR) was approached by AusAID to conduct a survey of RAYADs (Returned Australian Youth Ambassadors for Development), 8 years since the commencement of the Australian Youth Ambassadors for Development program. This report presents the findings of this research.

2.1 Background

The Minister for Foreign Affairs, Alexander Downer, launched the Australian Youth Ambassadors for Development (AYAD) program in 1998. The goal of the AYAD Program is to:

- Strengthen mutual understanding between Australia and the countries of the Asia Pacific region and make a tangible contribution to targeted country development; and
- Increase the pool of young Australians available to the Australian development sector.

Forty-four AYADs were sent to various locations within the region in 1998-99, rising to 259 AYADs in 2004/05. In 2006, the Prime Minister announced an expansion of the AYAD Program allowing 400 overseas placements each year in the Asia-Pacific region from 2006.

Since 1998, AusAID has placed over 1,400 AYADs in nations in the Asia-Pacific area. Through the AYAD alumni network, administered by Austraining International and established in 2002, AusAID stays in contact with RAYADs.

2.1.1 Objectives of the program

The objectives of the AYAD program have been to:

- Maximise development effectiveness through young Australian volunteers;
- Improve opportunities for young Australians; and
- Increase linkages of a broad range of Australian business, academic, industry and research organisations in Asia and the Pacific region.

2.2 Research objectives

2.2.1 Research aim

The aim of this research is to 'trace' RAYADs who have participated in the program since 1998 to assess if the program has been effective in increasing the pool of young Australians available to the development sector, and to identify the strengths and weaknesses of the program.

2.2.2 Specific Research Objectives

The specific questions which this research seeks to explore are:

1. Did participation in the program encourage RAYADs towards a career in development?
2. Did the AYAD experience:

- a. provide personal and professional development experience?
- b. increase their understanding of other cultures in Partner countries?
- c. increase their knowledge of emerging and long term development needs in partner countries?
- d. progress their career path in aid and development?
- e. assist them in transition from a different career to development?
- f. develop linkages and network between Partner Organisation in Australia and those in developing countries?
- g. altered their perception of developing countries?
- h. facilitate non-dependent relationship and partnerships based on long term sustainability?
- i. provide support through volunteer program to give a professional development opportunity in Australia?

3 METHODOLOGY IN BRIEF

The research was conducted via an online quantitative survey. After agreeing a draft with AusAID the questionnaire was then cognitively tested by CBSR and a revised version drawn up as a result.

3.1 Cognitive testing

Cognitive interviewing to test the draft RAYAD Survey questionnaire was conducted by one CBSR researcher on Tuesday 22nd November 2005.

CBSR conducted the research with a selection of RAYADs living in the Canberra region from lists provided by Austraining International. Participants were from a range of intakes and work both in the development sector (including one respondent from AusAID) and in other occupations.

Data was gathered via a total of 5 in-depth individual interviews. These were conducted face to face and by a single CBSR interviewer. The duration of these interviews was between 45 and 60 minutes. Respondents, excluding the respondent currently employed by AusAID, were provided with an incentive of \$40.

During the interview, participants completed a selection of questions from the draft questionnaire (see Appendix A). They were then probed, as necessary, to uncover the meaning they had attributed to those questions.

3.2 Online survey

The online research with RAYADs was conducted between the 28th November and 11th December and 202 responses were received. Both AYAD alumni members and non-members were surveyed. Alumni members email addresses were received from Austraining International and CBSR made up to 10 telephone calls to non-members, using their last known details, in order to obtain their email addresses. Some alumni emails were unusable and some non-member refused to take part in the research. Table 1 shows the sample breakdown and the number of total useable email addresses.

Table 1: Sample breakdown

Type	Usable	Non-usable	Total
Alumni emails	534	223 ²	757
Non-Alumni details	110	221 ³	331
Total	644	444	1,088

Once usable email addresses were confirmed an invitation email containing a link to the survey was sent out. To maximise response rates this was sent out from the AYAD alumni association, to both alumni members and non-members, to reinforce the official nature of

² Invalid email address or email addresses resulting in bounce-backs

³ Refused to take part in survey when called

the survey. To further boost response rates a reminder email was sent out to non-responding email addresses after one week.

The overall response rate was 31%.

3.3 Interpretative notes

Tables, percentages and base sizes

Percentages are rounded to whole numbers. Tables do not always add to 100% due to rounding or multiple responses.

Question wording and base sizes are shown under the graph or table where the data are presented.

Classification of ratings

Satisfaction and likelihood questions use a 1 to 10 scale, where:

- a rating of 1 through to 4 is classified as 'dissatisfied' or 'disagree';
- a rating of 5 or 6 is classified as 'neither satisfied nor dissatisfied' or 'neither agree nor disagree';
- a rating of 7 through to 10 is classified as 'satisfied' or 'agree';

and:

- a rating of 1 or 2 is classified as 'disagree strongly';
- a rating of 3 or 4 is classified as 'disagree';
- a rating of 5 or 6 is classified as 'neither agree nor disagree';
- a rating of 7 or 8 is classified as 'agree';
- a rating of 9 or 10 is classified as 'agree strongly'.

4 FINDINGS

4.1 Current employment

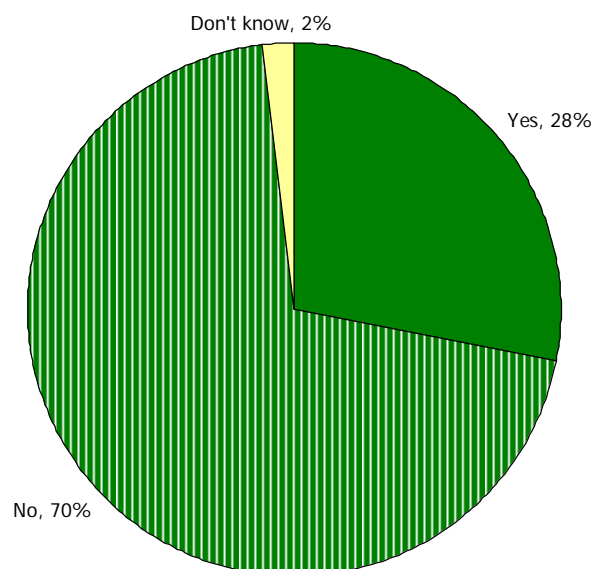
This section includes the current employment status of RAYADs, whether they are currently working in the aid and development field and their current salary.

Most (88%) of the RAYADs surveyed are now employed – 80% full time and 8% part time. The remainder were either currently seeking employment (5%) or were students (5%). Of the 10 RAYADs (5% overall) currently seeking employment most were fell in to more recent RAYAD intakes (though not the most recent intake). The intakes of these 10 respondents were as follows:

- Intake 13 (some AYADs returned by September 2006): 1
- Intake 12 (returned by August 2005): 6
- Intake 9 (returned by March 2004): 2
- Intake 7 (returned by March 2003): 1

Of those RAYADs who are now employed full time, 28% are working in the aid and development field (Figure 1). Overall, 24% of all RAYADs surveyed (both employed and unemployed) are currently working in aid and development. Of those that are currently working in aid and development 24% (13 participants) are working for private contractors, 24% (13 participants) for international NGOs and 13% (7 participants) for the United Nations (Figure 2).

Figure 1: Whether are currently working in the aid and development field

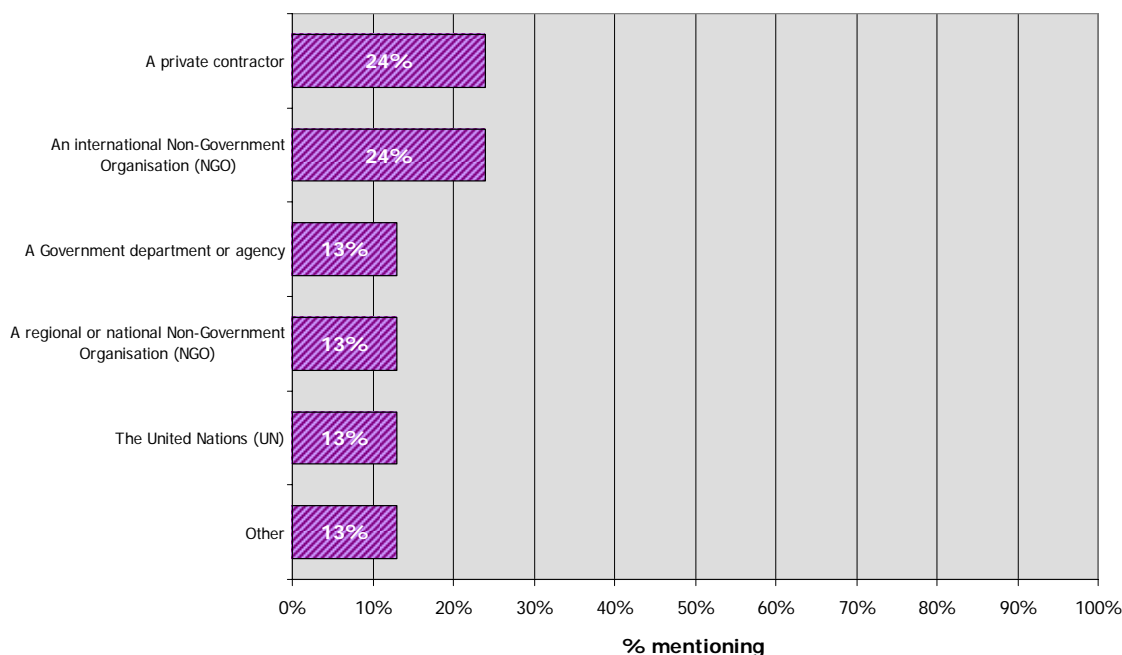


*Question 7: Are you currently working in the aid and development field?
Base: Employed respondents (n=180).*

RAYADs were employed by a variety of private companies, Government departments both in Australia and overseas, NGOs, hospitals, charitable organisations and the United Nations (UN). Specifically, employers included:

- Victorian Legal Aid;
- University of New South Wales;
- University of Melbourne;
- KPMG;
- the Australian Red Cross;
- Save the Children Australia;
- the Department of Industry, Tourism and Resources;
- Mallesons Stephen Jaques;
- the Wildlife Conservation Society, Lao;
- World Vision International;
- UNICEF;
- Royal Adelaide Hospital;
- CSIRO;
- AusAID;
- the Australian Broadcasting Corporation;
- Austraining International;
- St Vincent's Hospital;
- NSW Police;
- HSBC;
- Royal Children's Hospital;
- the Department of Environment and Heritage; and
- Medecines sans Frontieres.

Figure 2: Current aid and development employer

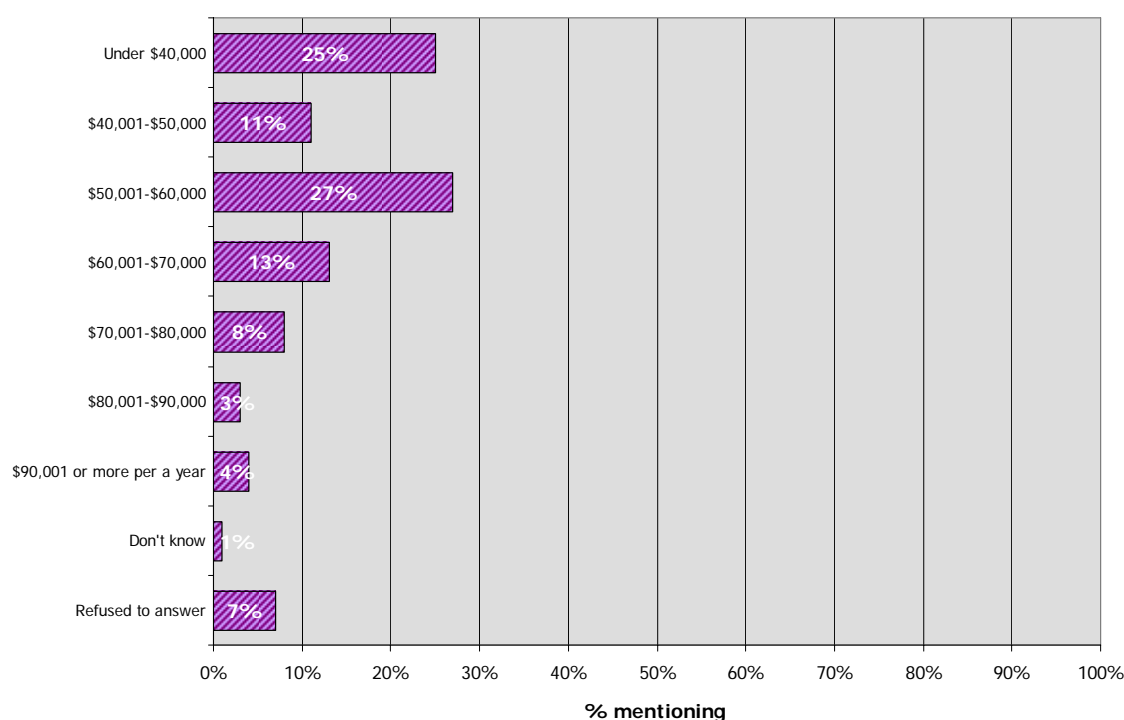


Question 8: Is your current employer primarily...

Base: Respondents working in the aid or development field or unsure if work in the aid or development field (n=54).

Question 8 was only asked of RAYADs who confirmed that they were currently working in aid or development or who were not sure if they were (i.e. answered don't know to question 7). Only 4 RAYADs answered don't know to question 7 and of these, 2 were working for regional or national NGOs and 2 were working for other employers.

Earnings of most RAYADs were at the lower end of the scale with 63% earning up to \$60,000 and 25% earning below \$40,000. However, there were some respondents earning more than \$90,000 (Figure 3).

Figure 3: Current gross annual income

Question 22: Including pensions and allowances, what is your annual gross income (i.e. before tax) from all sources?

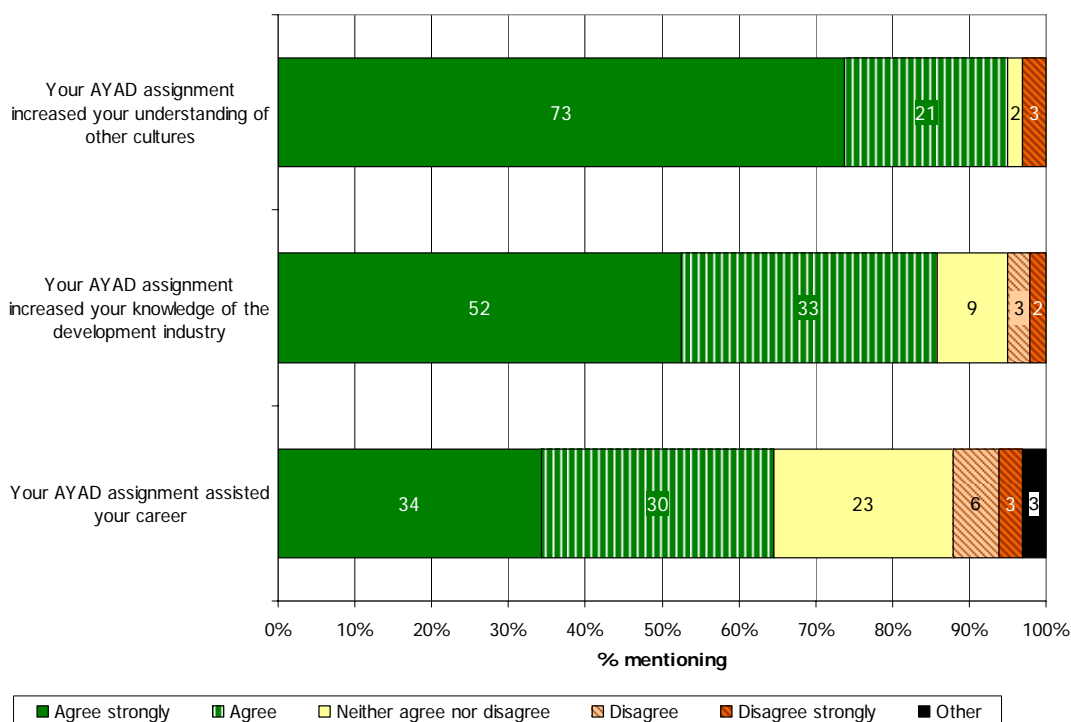
Base: All respondents (n=202).

4.2 Impact of AYAD assignments

This section looks at the questions requiring respondents to rate their agreement with statements regarding the impact their AYAD assignment had on their understanding of other cultures, knowledge of the development sector and future careers. In the survey respondents were asked to rate their agreement with on a 10 point scale, with 10 being agree strongly and 1 being disagree strongly. These responses were re-coded into a 5-point scale, as shown in Figure 4. It examines the responses to two open ended-questions regarding to the impact of completing an AYAD assignment on the respondents' future careers and overall.

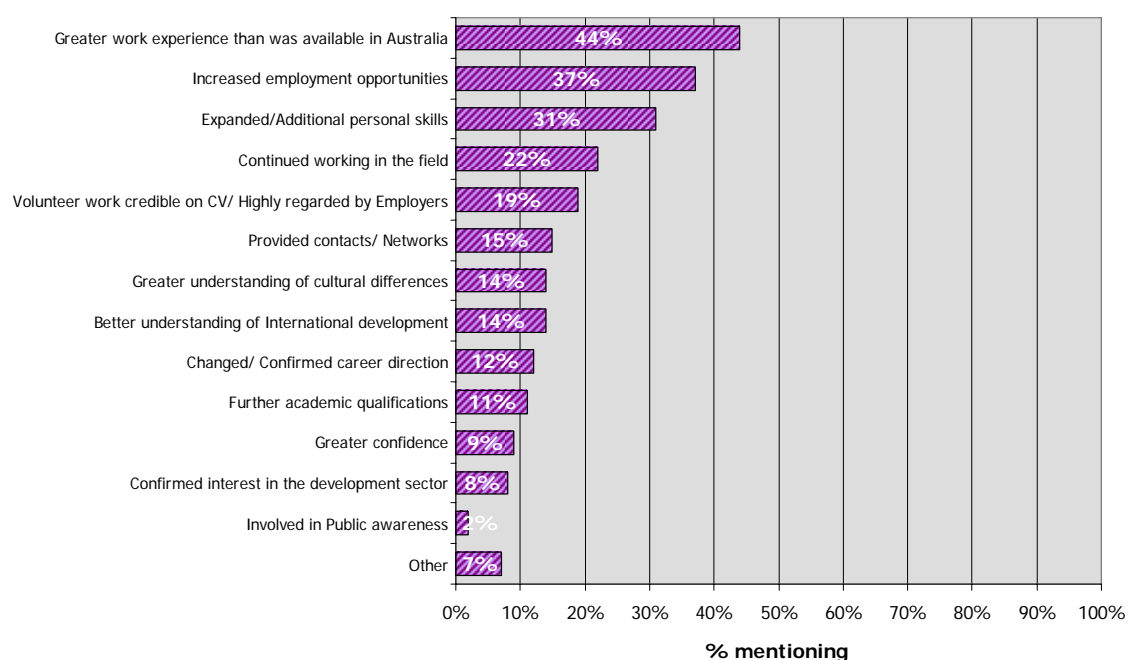
Almost all respondents (94%) agreed that their AYAD assignment increased their understanding of other cultures and 73% strongly agreed. Slightly fewer (85%) agreed that their AYAD assignment increased their knowledge of the development sector with 52% agreeing strongly. 64% agreed that their AYAD assignment assisted them in their future career with 34% agreeing strongly. Few (9%) actually disagreed with this statement though 23% were neutral on the matter.

Figure 4: Agreement with statements regarding impact of AYAD assignment



Question 3: On a scale from 1 to 10, where 1 is 'Strongly disagree' and 10 is 'Strongly agree', how much do you agree or disagree that...
 Base: All respondents (n=202).

Of the 64% who agreed that their AYAD assignment did assist them in their career, most referred in some way to an increase or expansion of their opportunities and experience (see Figure 5) with 44% saying it provided them with greater work experience than was available in Australia, 37% saying it increased their employment opportunities and 31% saying it increased or expanded their personal skills. Some made a more specific reference to development work, with 22% saying that they continued to work in the same field, 14% saying it gave them a better understanding of international development and 8% saying their AYAD assignment confirmed their interest in the development sector. For some (12%) the AYAD experience changed or confirmed their career direction.

Figure 5: How AYAD assignment assisted career

Question 4: In what ways did your AYAD assignment assist your career?

Base: Respondents who agreed with the statement "Your AYAD assignment assisted your career" (n=130).

Respondents who agreed with the statement "Your AYAD assignment assisted your career" were asked to provide comments by the open-ended question: "**In what ways did your AYAD assignment assist your career?**". Overall, 130 RAYADs provided a comment to this question.

Comments provided by respondents could be broadly classified into the following six categories:

- Greater work experience than was available in Australia;
- Increased personal skills, abilities and knowledge;
- Increased employment opportunities;
- Provided contacts and access to networks;
- Assisted in providing career direction; and
- Led to further academic qualifications.

Explanations of these categories and examples of relevant comments appear below.

Greater work experience than was available in Australia

A number of respondents commented that their overseas experience was "most valuable in opening doors to potential opportunities" both overseas and upon their return to Australia. A

number of respondents felt that the experience they gained and the skills they developed would not have been made available to them had they remained in Australia. They reported that through their AYAD placement they were required to “extend” themselves and “branch out” as they faced “challenges” that they would not have faced in Australia.

“While abroad, I was provided with opportunities and exposed to situations which I would never have had the opportunity to experience had I stayed in Australia. The experiences I gained during my assignment were invaluable and in some ways immeasurable.”

“AYAD gave me access to undertake work that I would have never been given the opportunity to otherwise.”

“I would never have been able to get the experience I received in Kiribati in Australia ... it was one of the best things I have done both professionally and personally.”

Increased personal skills, abilities and knowledge

The majority of respondents who commented referred to the impact of their AYAD assignment on their skills and abilities. Respondents thought that their assignment gave them “skills at working in a different environment with a wide variety of people” and a “broader understanding of people and culture”. These skills and abilities were not necessarily a direct result of formal teaching from the host organisation, but were more concerned with personal development. Comments centred on an increase in “lateral thinking”, “cross-cultural awareness”, “independence” and “general life experience”.

“[I] Further develop[ed] a range of transferable skills including: communication skills, listening skills, working with different cultures, relationship and partnership establishment and ongoing development/maintenance, creative problem solving, project management skills, leadership skills and a ‘world’ view.”

Beyond personal skills and abilities, respondents also commented on the “increased knowledge of [the] development field” that they gained as an AYAD. They acquired this knowledge as they had “the opportunity to participate in and learn about development”.

“I developed an understanding of complex knowledge frameworks that exist within other cultures and how essential that is for understanding people and business ... Not only did I gain cross-cultural awareness, but this helps in understanding people have different knowledge, priorities, motivations, modes of operation etc.”

Increased employment opportunities

The majority of RAYADs who responded to this question mentioned that their experience as an AYAD gave them “more opportunities in [job] interviews” or provided “contacts for future employment”. Several respondents mentioned that they were employed by their host organisation at the conclusion of their assignment. Comments related to how their experience “generally impressed employers” and gave them “an edge when applying for positions”.

“Applying for jobs and going for interviews people are always very interested in the AYAD experience whether it directly relates to the position or not.”

"I was able to use examples from experience on my assignment to demonstrate to employers my resourcefulness and ability to work in difficult/unusual situations."

"It gave me practical experience that made me stand out when my employer was looking for an accountant to work in their development firm ... I found out about the job through the RAYAD network. I've used it for company recruitment too."

A number of people commented that they have effectively applied the "cross cultural understanding and experience" they gained as an AYAD within Indigenous Australian communities.

"I have worked with Indigenous communities back here in Australia and my learnings from living and working in a different culture greatly assisted me here."

Provided contacts and access to networks

A number of respondents commented that their AYAD experience "opened the door to networks and interests that would otherwise not have been accessible". Networks referred to by respondents include: "International networks", "informal networks", "biodiversity conservation organisations" and "the UN and other agencies".

"It introduced me to the development industry, of which I previously had no experience and allowed me access networks which I would have otherwise been unable to access."

"After being an AYA[D] I became involved in International Development, was able to find work in another developing country and am now working for an NGO in Australia ... [I] learned about the opportunities available in International Development and made some great contacts."

Assisted in providing career direction

Many respondents commented on the impact their AYAD assignment had on their career. Respondents commented that their assignment "assisted in identifying the career path" they wish to follow, "altered the direction" of their career and "provided high level experience early on" in their career.

"AYAD exposed me to the structures and processes involved with international relief and development, which I had chosen as a career."

"My assignment allowed me to focus on my career goals and clearly defined for me the type of role/path which I wanted my career to take. It highlighted for me the things which I enjoyed doing and those which I realised I would not like to continue with."

"I undertook a business degree with Asian Studies and Vietnamese and wanted to work in international business based in Asia. My AYAD assignment changed my career aspirations, generated an interest in development and led me down my current career path within the development industry."

Led to further academic qualifications

A number of respondents commented that their AYAD assignment provided them with "valuable research experience used to complete an Honours thesis", Masters thesis or similar qualification. Some respondents commented that their AYAD placement prompted them to

“study in the same area of [their] original assignment”. A few respondents who had already studied in related fields commented that their previous educational attainments, coupled with their AYAD experience “helped in developing [their] expertise in the area.”

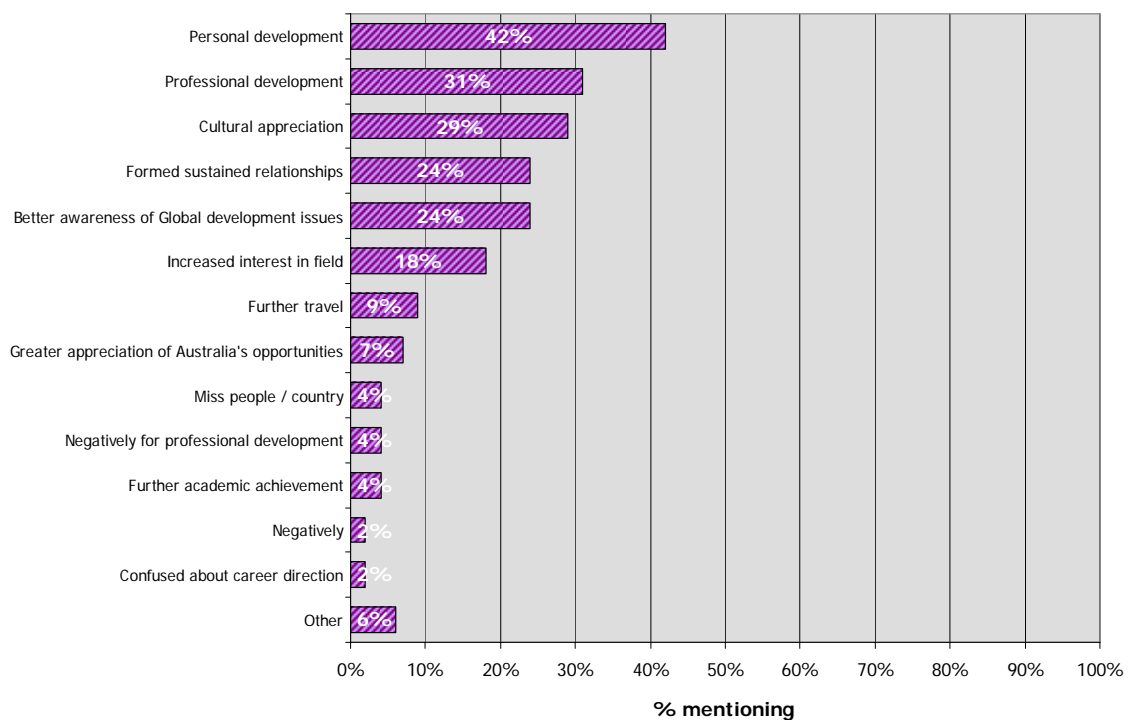
“My experiences also motivated me to undertake formal studies in this field (I have just completed a Masters of International and Community Development).”

“The AYAD assignment gave me a better understanding of the international development field and on return to Australia I began a Master of International Social Development.”

At the end of the survey all respondents were asked: **“How have your experiences as an AYAD affected you since completing your assignment?”**. Overall, 201 people provided a comment to this question (Figure 6).

31% cited professional development as a key impact, although more mentioned personal development (42%). Also highlighted was an increased cultural appreciation and awareness with 29% mentioning cultural appreciation, 24% a better awareness of global development issues and 18% an increased interest in the field as an effect of their experience. Some negative aspects of the AYAD experience were raised by a few respondents: 2% (5 participants) said it impacted negatively on their professional development and 2% (5 participants) said it left them confused regarding their career direction.

Figure 6: Overall effect of AYAD experience



*Question 23: How have your experiences as an AYAD affected you since completing your assignment?
Base: All respondents answering question (n=201).*

Comments provided by respondents could be broadly classified into the following eight categories:

- Assisted professional development;

- Greater understanding of aid and development issues;
- Connections with country/region of assignment;
- Greater awareness and appreciation of other cultures;
- Increased interest in the development field;
- Positive personal impact;
- Sense of achievement; and
- Negative impact.

Explanations of these categories and examples of relevant comments appear below.

Assisted professional development

A number of respondents commented that their AYAD placement offered “professional development”. Respondents commented that the assignment broadened their “professional experiences and knowledge” and gave them “skills to use in [their] professional life” that “assisted [their] career” and provided “new career avenues”.

“My AYAD experience has completely 'launched' my career.”

“It provided me with an opportunity to work at higher levels with much more responsibility than if I had started in an NGO in Australia. It would have taken me years to accomplish and do the things I have been able to do in the past four years if I did not do AYAD.”

“My career became much more interesting! I left my job in Banking and Finance and have now worked overseas, in Federal Parliament and now in Corporate Ethics. It provided a good career break and an opportunity to think about the next step. Now I am also completing more university studies while I work to help put those plans in place.”

Greater understanding of aid and development issues

A number of respondents made comments that their assignment gave them “an insight into the world of development and aid”, “more aware of the global context and the development sector”, and an understanding of “how aid is viewed from a local perspective”.

“I was introduced to the development industry through the program, although I have worked in development before. The long term nature of the assignment allowed me to see projects full cycle, to develop links with other organisations, to see the different development and international actors in full swing. I was able to learn about the Pacific as a region and how this relates to Australia and our foreign policy. I had wanted to work with a grassroots organisation therefore giving me a foundation on which to build my career, so that now based in HQ, I can still understand what's going on in the field.”

“[My placement] has also given me an insight into the world of development and aid and I have a number of friends from the AYAD program who keep me in contact with this world.”

"I have been exposed to Australia's role in aid and how Australia contributes to the development of many countries in the Asia Pacific region."

Connections with the country/region of assignment

A number of respondents commented that as a result of their AYAD placement they are now more "interested in the country" of their placement and "fascinated by the Pacific generally" and that they now "follow what is going on there". A number of respondents commented that whilst on assignment they made friendships that are "still ongoing".

"I've made great friends (who I continue to see and keep in contact with), I have a second home in Fiji where I feel completely comfortable."

"[I] maintain very close contact with several friends made during my AYAD assignment."

"Most of my holiday and travel plans are now centred around Asia, I had a trip back to Maldives this year."

"I maintained a connection with the people and country of my placement by continuing to volunteer there in the years after my AYAD placement, both independently and with AVI."

Greater awareness and appreciation of other cultures

A number of respondents commented that their AYAD placement gave them a "much greater understanding and appreciation for cultural diversity" and an "understanding of cross cultural issues". Comments indicate that a corollary of this was that it made them "more empathetic and tolerant" and that this could be translated into "new insight into [their] cultural experience in Australia and of other cultures".

"I now understand that what we in the western world believe is 'right' is not always so and we should be careful not to judge people for their beliefs, dress, culture, or willingness to 'get ahead'. Maybe, just maybe they are happy the way they are."

"[I am] more accepting of cultural diversity. [I] will now go out of my way to help people from different cultures experiencing difficulty in Australia - because I know what it is like not to fit in!"

"[My assignment] made me much more appreciative of the way we live in Australia. Open my eyes to a new country that perhaps I didn't pay much attention of previously. Made me more culturally aware and acceptable [sic] of all the different culture we have to live with in this world."

Increased interest in the development field

A number of comments indicated that the AYAD assignment increased respondents generated a "passion for development and issues of social justice" and a "commitment to working in development as a career". A number of respondents commented that the AYAD placement facilitated a "greater interest in poverty alleviation and resource sustainability" and a "further interest in pursuing opportunities to do further aid work".

"AYAD enhanced my desire to work in the cross-cultural field and I have undertaken further study to that end as a result."

"I'm living my dream of helping others, and living and working in developing countries."

"My perspective is different and I have increased in my passion for challenging inequality, poverty and promoting human rights."

Positive personal impact

A large number of respondents made comments that their AYAD assignment facilitated "personal growth" and a number of respondents saw their experience as "life-changing". Respondents explained that their experience gave them "increased confidence", provided a "different view" and made them "stronger". Comments also indicated that respondents "learnt a lot about [themselves] and [their] desires for the future".

"It's made me tougher. More tolerant and accepting of peoples' differences but at the same time, I've increased the standard of how other people should treat me, which, before the program was way too low to be healthy. I'm not afraid to end bad friendships, accept new challenges or do new things, not matter how big they are."

"I have found that a number of my core beliefs about my life and my future have been refocused as a result of my AYAD experience and I am now more confident and happy with my future direction."

"The personal growth I experienced when living and 'coping' in another culture has been tremendous, and more valuable for me than any professional or career developments."

Sense of achievement

A number of comments to this question related to the AYAD assignment being "challenging", pushing respondents "way out of [their] comfort zone", and "challenged to [their] limits. A number of comments indicated that overcoming these obstacles was regarded as "satisfying" and respondents felt "lucky to have been there and seen and achieved what [they] did".

"I know that I was continually challenged and was often placed in situations so different from those back home, that I have been forced to 'look outside the square', which is a positive aspect of the experience and something I will take into my next role."

"It gives you a brilliant sense of achievement when two people from the clinic that I was working at have since been funded to go to OZ and NZ to present the clinic and the work we did ... now that's an experience that gives you goose bumps."

Negative impact

A few people made comments relating to being "a bit shell-shocked" when they returned and that it "took a long time to settle back into 'normal' life". Some respondents mentioned that upon their return they were "confused about [the] future direction" of their careers.

"Since coming back I have found it difficult to integrate my development experience with my work here and have encountered some confusion regarding which career direction to take."

"It's been an emotionally turbulent year and I found it very hard to adjust back into my 'normal' life. Sometimes I loathe the thought of Cambodia, and I never want to return, other times I think it would be OK to go back for a visit."

"Professionally, my AYAD assignment was largely a waste of time. In terms of support from AusAID and Austraining, I was poorly looked after and it took a long time for me to adjust back to Australia and recover from the 'experience'."

A couple of respondents made comments that their experience has given them a "cynical attitude towards aid and development industry and whether real outcomes are achieved".

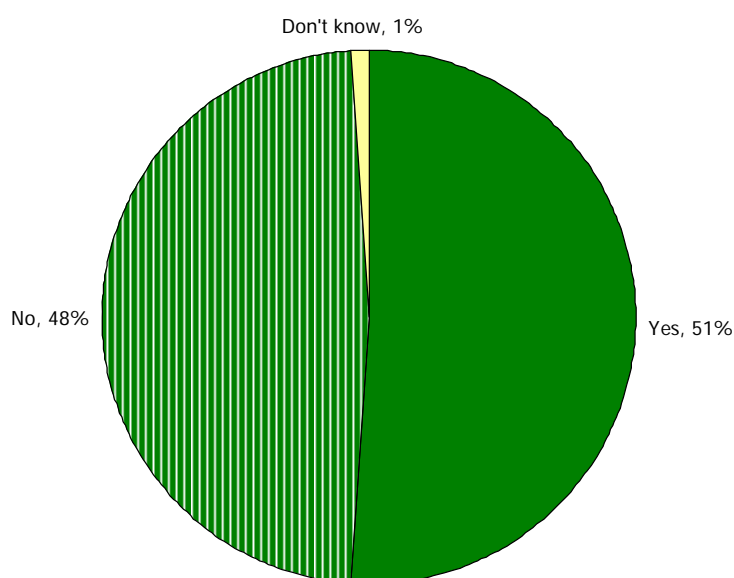
"I've become much more cynical about the claims aid organisations make about their programs. I've become less settled in Australia and more interested in and focused on issues beyond Australia. I've found it hard to reintegrate back into some of my old social circles and activities."

4.3 Contact with AusAID or development work since AYAD assignment

This section considers whether the RAYADs responding to the survey have participated in aid and development events, been approached by AusAID or Austraining to take part in AusAID or AYAD related events, promoted the AYAD programme to other young people, had contact with their APO or had contact with other people met on their AYAD assignment since its completion.

51% of respondents had participated in an AusAID or other aid and development events since completing their AYAD assignment (Figure 7). Of these respondents most (79%) had participated in AusAID or AYAD events (Figure 8).

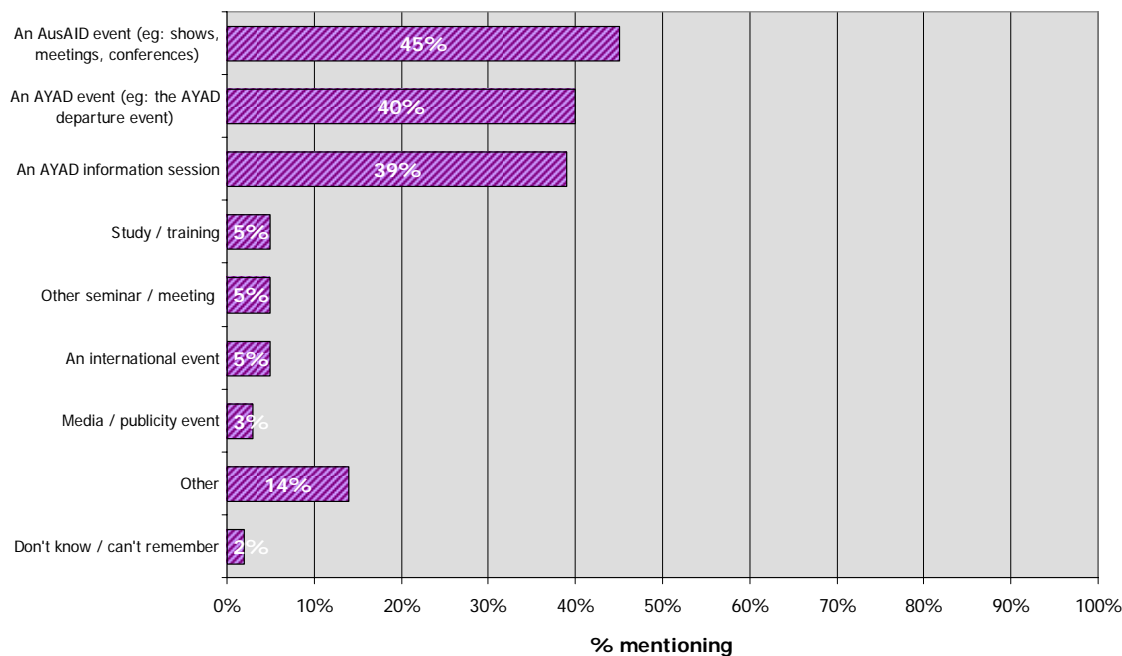
Figure 7: Participation in any AusAID or aid and development events since completing AYAD assignment



Question 11: Have you participated in any AusAID or aid and development events since completing your AYAD assignment?

Base: All respondents (n=202).

Figure 8: Aid and development events participated in since completion of AYAD assignment

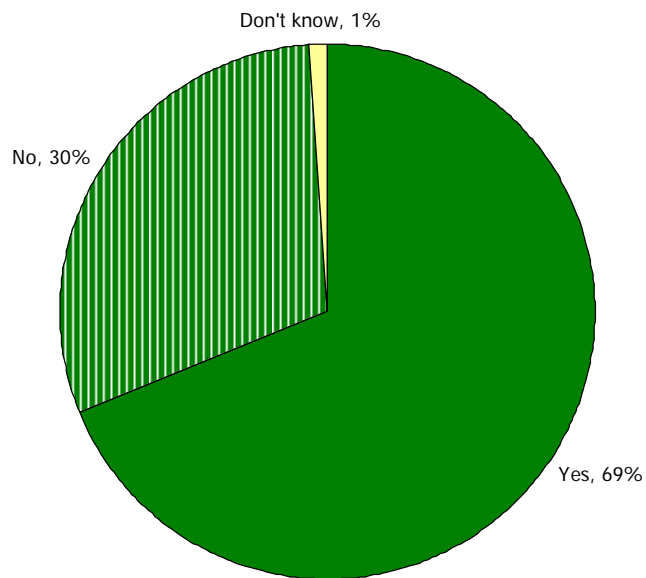


Question 12: Was this event/these events...

Base: Respondents who have participated in any AusAID or aid and development events since completion of AYAD assignment (n=105).

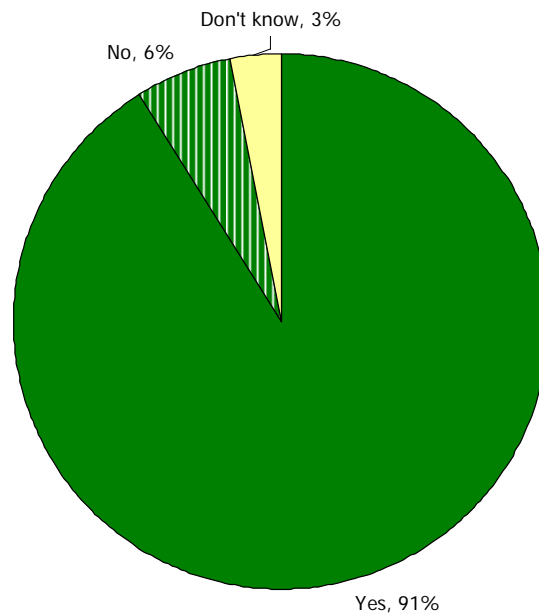
69% respondents had been approached by AusAID or Austraining to participate in AusAID or AYAD related events since the completion of their AYAD assignment (Figure 9) and nearly all respondents had promoted the AYAD programme to other young people (Figure 10).

Figure 9: Approached by AusAID or Austraining to participate in AusAID or AYAD related events



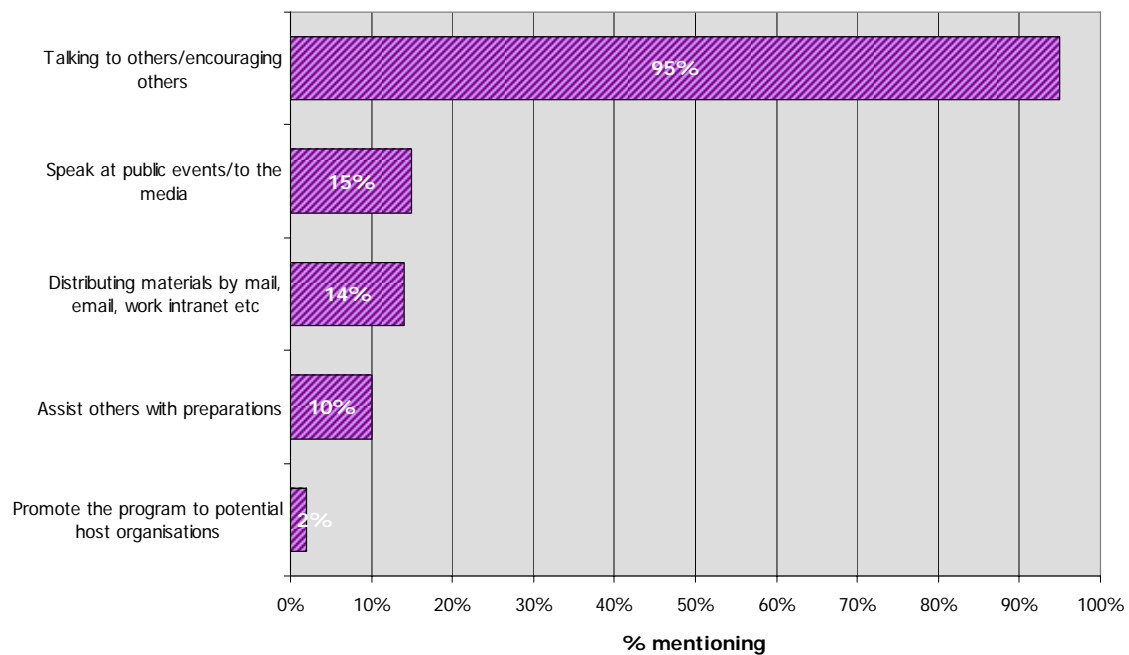
*Question 13: Have you been approached by AusAID or Austraining to participate in any AusAID or AYAD related events (eg: information sessions) since completing your AYAD assignment?
Base: All respondents (n=202).*

Figure 10: Promoted AYAD programme to other young people



*Question 14: Do you promote the AYAD program to other young people?
Base: All respondents (n=202).*

Of the majority who had promoted the AYAD programme, this primarily involved simply talking to others about it and encouraging them to apply (95%). Some had also spoken at public or media events about the programme (15%), sent written information out about the programme (14%) or had assisted others in various efforts (10%). Very few had been involved in promoting the program to potential host organisations (Figure 11).

Figure 11: How promoted AYAD program to other young people

Question 15: In what ways do you promote the AYAD program?

Base: Respondents who had promoted the AYAD program or those who did not know whether they had or not (n=190).

Comments provided by respondents could be broadly classified into the following four categories:

- Share experiences and encourage others to apply;
- Assist others with preparations;
- Proactively promote the AYAD program to potential candidates; and
- Promote the AYAD program to potential partner organisations.

Explanations of these categories and examples of relevant comments appear below.

Share experiences and encourage others to apply

The majority of people that provided a comment in response to this question mentioned that they “tell friends and people ... about the program”, “explain what the experience was like” and “encourage other people to apply”. Overall the majority of people commented that when sharing their experiences they convey what “a good experience it was”. A couple of respondents mentioned that they provide “a balanced perspective on both the strengths and weaknesses of the AYA[D] program”.

“[I] tell them about my experience overseas and encourage them to check out the assignment on the web or head along to an information session.”

"[I] tell friends and people I meet about the program. Encourage people who are interested to apply, explain what the experience was like."

"I always speak favourably of the program and give them advice on how to get involved."

Assist others with preparations

A number of respondents indicated that they "assist people (usually friends or colleagues) who are considering applying for AYAD". Assistance provided includes: "helping friends with their applications", "giving advice and tips to outgoing youth ambassadors", assisting with "pre-departure preparation", and "act[ing] as a resource person for new AYADS."

"[I] assisted people preparing to go on assignment with emotional support and giving tips and other advice."

"I tell them how good my experience was, show them the website, recommend they do the program and have even been a referee on one application. As a result, many friends have become AYA[D]s."

"[I] have assisted two friends in gaining a position in Cambodia for most recent placement."

Proactively promote the AYAD program to potential candidates

A number of respondents who made comments to this question indicated that they proactively promote the AYAD program and encourage potential candidates to apply. A lot of respondents use electronic media to "refer interested people to the website", "email information session details to friends", and post "notices on [their] work intranet bulletin board re upcoming information sessions". A number of respondents commented that they have assisted at organised events such as: "Australaining information sessions", the "Brisbane Show", and "Formal seminars (e.g. International Volunteer Day)".

"I have made a number of guest speaker presentations to local interest groups, schools etc. I wrote about my experience in 'Australian Forestry' (a publication of the Institute of Foresters of Australia). I have spoken on local radio."

"I ... had an article published in the UTS Alumni magazine by my university about my experience and the AYAD program."

"The Guide Association of Australia which is now a partner organisation invites me to speak to their members about the experience I had."

Promote the AYAD program to potential partner organisations

A number of respondents commented that they "advise partner organisations to join". Comments indicate that promotion to potential partner organisations occurs predominantly within the country that the respondent had their assignment, or through networks developed as a result of their assignment.

"I've...provided insights for some potential host organisations within our network as to how to apply to the program and get the most out of it."

"As 'AYAD state representative' I use any opportunity I have to promote the program to potential host organisations."

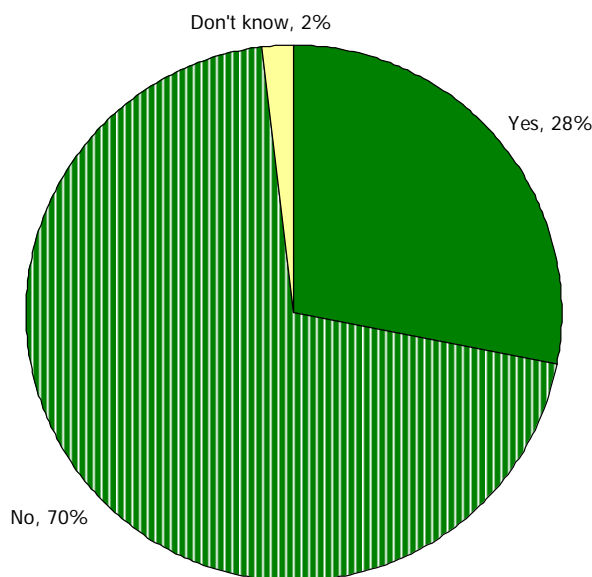
"I have suggested the program to NGO's in Timor Leste to act as host organisations."

One respondent commented that they actually assist their host organisation and their networks to: "find quality applicants to fill AYAD positions in the agriculture field".

Most AYAD assignments were not initiated by an Australian Partner Organisation, as shown in Figure 12.

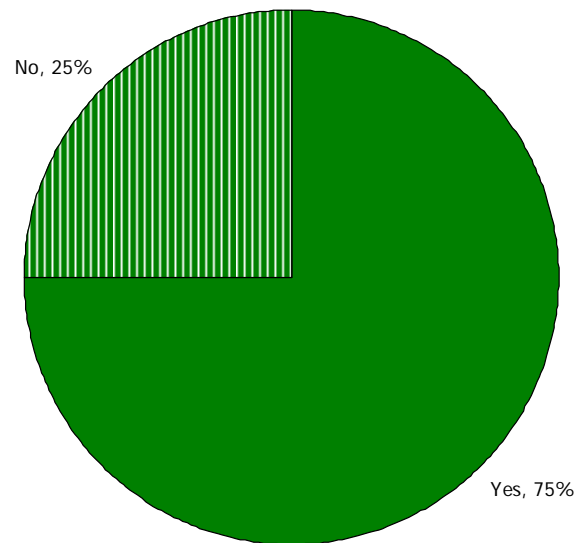
Of the 28% of respondents who had participated in an AYAD assignment initiated by an Australian Partner Organisation (APO), 75% had been in ongoing contact with their APO since completing their AYAD assignment (Figure 13).

Figure 12: Whether assignment was initiated by an Australian Partner Organisation (APO)



Question 16: Was your assignment initiated by an Australian Partner Organisation (APO)?
Base: All respondents (n=202).

Figure 13: Whether had ongoing contact with APO

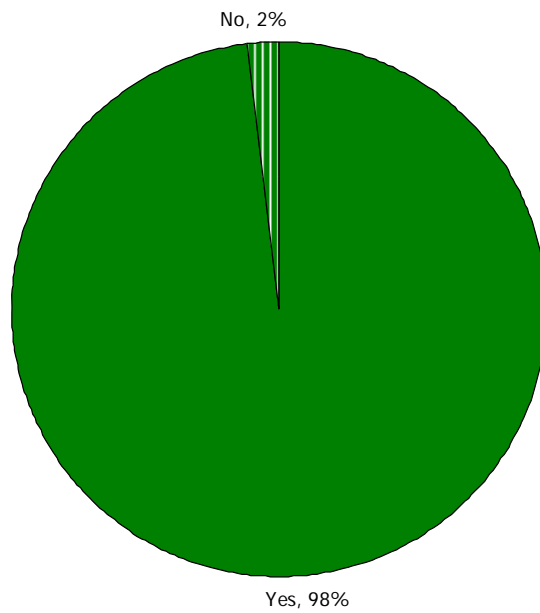


Question 17: Did you or do you have any ongoing contact with your Australian Partner Organisation (APO) after completing your AYAD assignment?

Base: Respondents whose AYAD assignment was initiated by an APO (n=60).

Almost all respondents had been in ongoing contact with people they met while on their AYAD assignment since its completion (Figure 14).

Figure 14: Whether had ongoing contact with people met on AYAD assignment

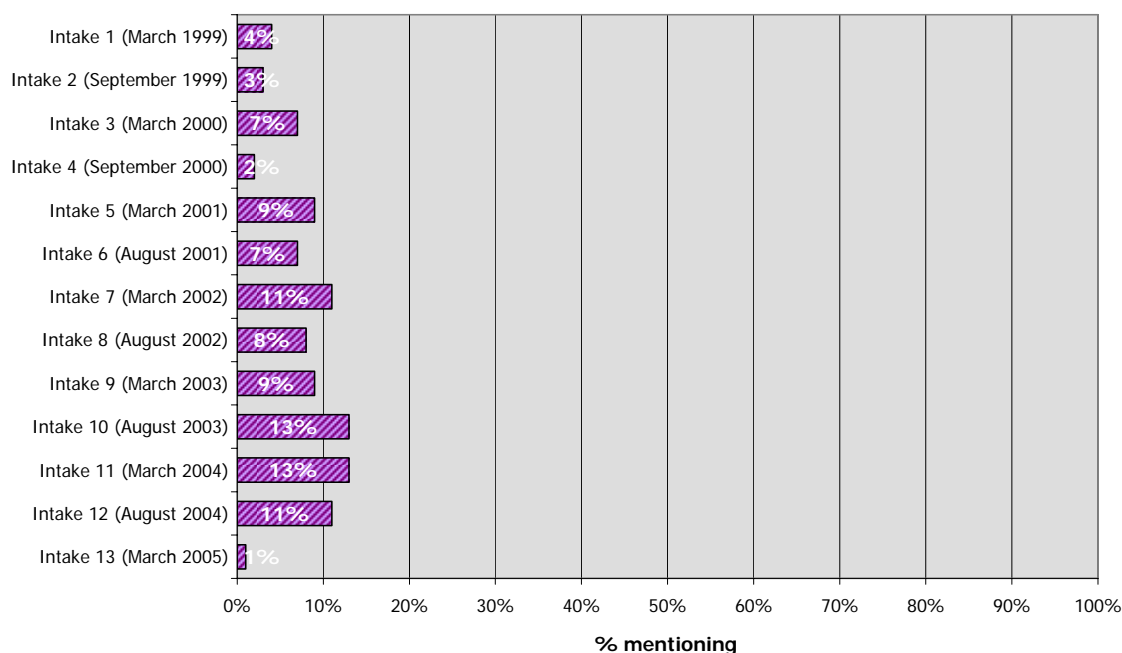


*Question 18: Did you or do you have any ongoing contact with people you met while on your AYAD assignment?
Base: All respondents (n=202).*

4.4 Respondent profile

This section outlines the details of the AYAD assignments undertaken by the RAYADs responding to the online survey. Figure 15 shows the intakes in which respondents began their AYAD assignments. There were respondents from all but the most recent intake (intake 14, September 2005 most of whom have not yet returned from their assignment) with a higher proportion from more recent intakes.

Figure 15: Intake of AYAD assignments

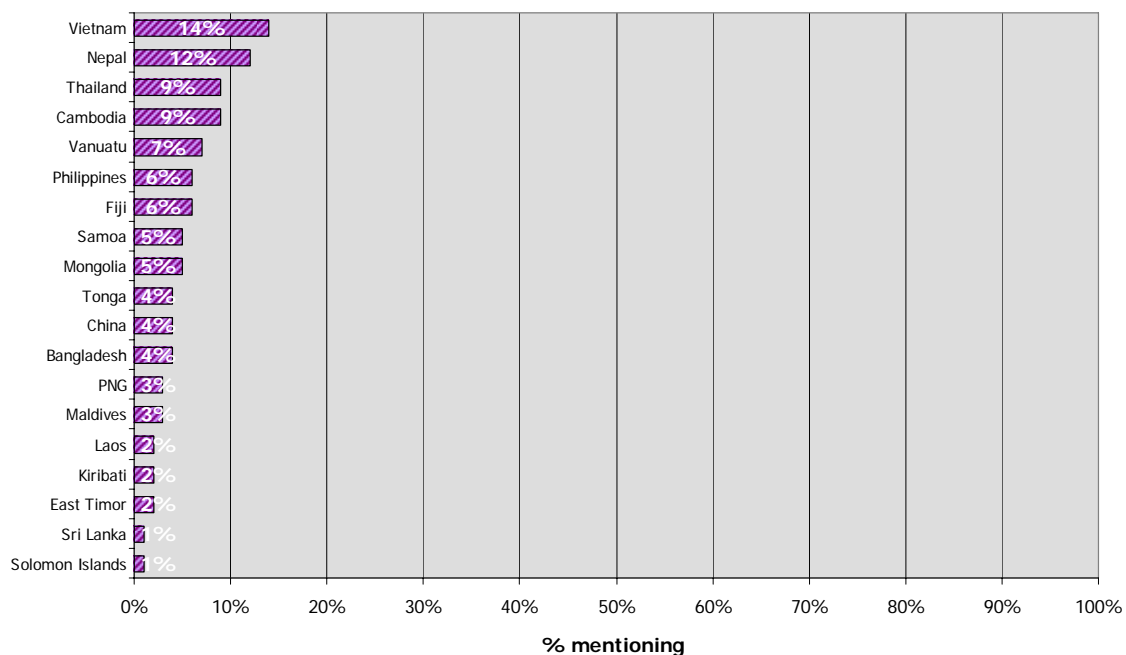


Question 1: In which intake did you begin your assignment as an Australian Youth Ambassador for Development (AYAD)?

Base: All respondents (n=202).

Respondents to the survey had completed AYAD assignments in all but one AYAD country (Indonesia) as shown in Figure 16.

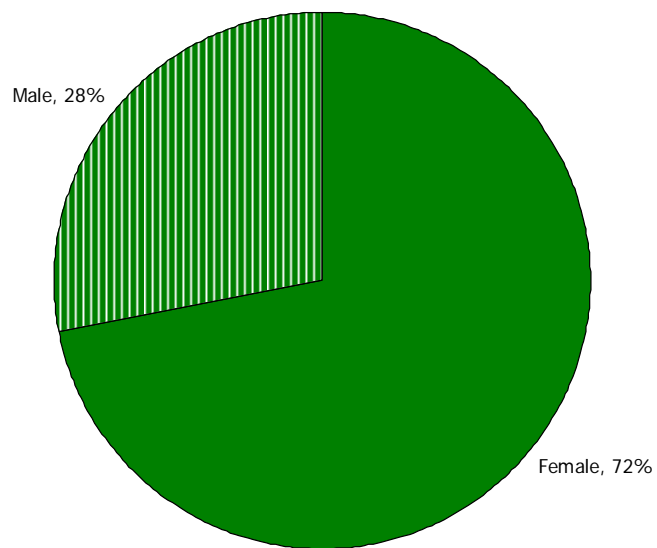
Figure 16: Country of AYAD assignments



*Question 2: In which country or countries did you complete your assignment as an AYAD?
Base: All respondents (n=202).*

As can be seen from Figure 17, 72% of respondents were female.

Figure 17: Gender of respondents

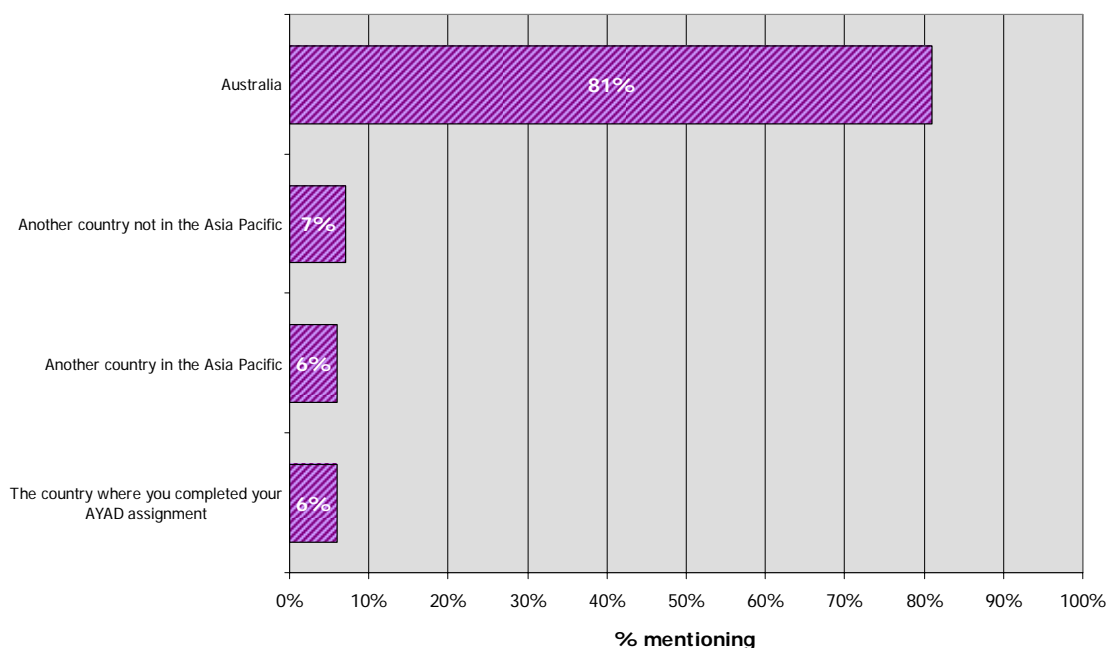


Question 21: Are you...?

Base: All respondents (n=202).

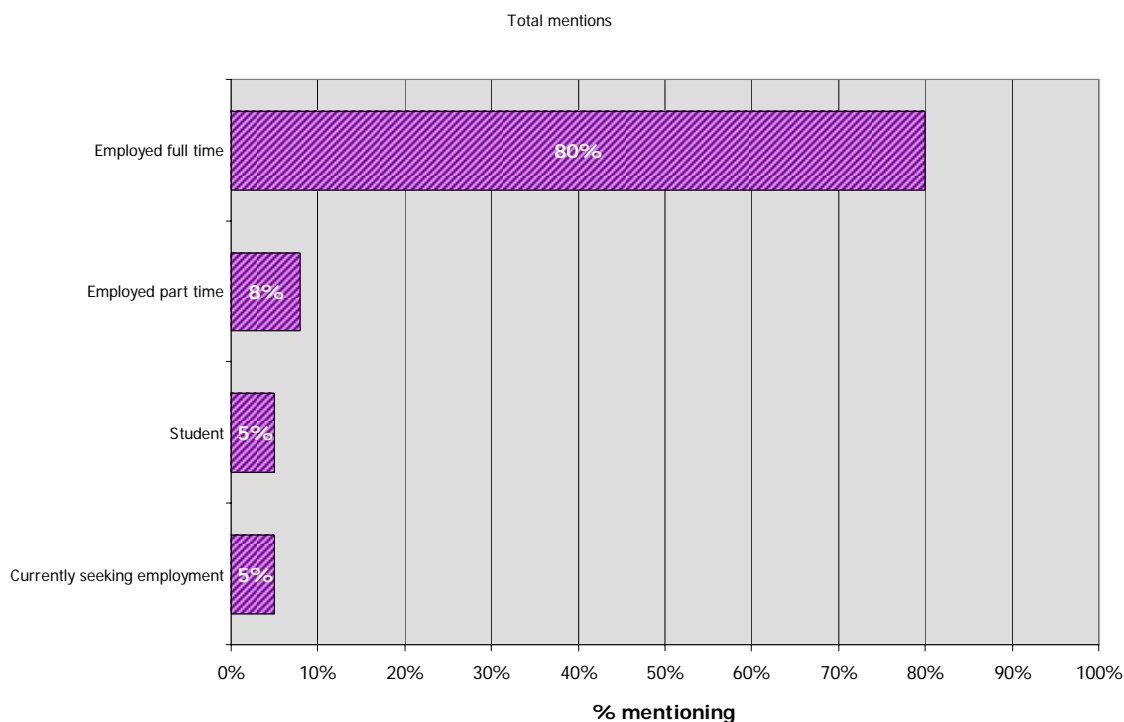
Most respondents now live in Australia (Figure 18) and are in full time employment (Figure 19).

Figure 18: Current country of residence



*Question 5: Where are you currently living?
Base: All respondents (n=202).*

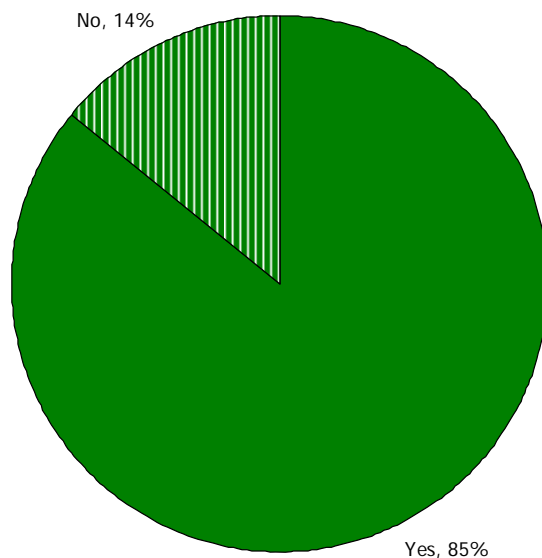
Figure 19: Current employment status



*Question 6: What is your current employment status?
Base: All respondents (n=202).*

Most respondents were members of the RAYAD alumni, as they receive emailed information through Austraining International (Figure 20).

Figure 20: Alumni membership



*Question 19: Do you receive emailed information from the Returned Youth Ambassadors for Development (RAYAD) list through Austraining?
Base: All respondents (n=202).*

5 APPENDIX A: DRAFT QUESTIONNAIRE FOR COGNITIVE INTERVIEWING

ON-LINE INVITATION E-MAIL, QUESTIONNAIRE & BRIEFING NOTES

Project Number: 70500	Project Name: RAYAD survey
Contact Client Service Project Manager: Emma Sissons	
Client Service Project Leader: Corey Fisher	
Other Client Service Team Members: Melissa Cretikos	
Date: 11-11-05	

INTRODUCTION

Dear "First Name"

We are conducting a NEW survey and you are invited to participate. The research concerns your experiences as a Returned Australian Youth Ambassador for Development (RAYAD) and is being conducted by the Australian Agency for International Development (AusAID).

If you choose to participate, please be assured that the information and opinions you provide will be used only for research purposes and your responses will remain confidential. In particular, we will not give the organisation sponsoring this research any information that links you to your answers.

The survey will take approximately 10 mins to complete and you will need to complete the survey by Midnight **11 December**, 2005 to be included in the research.

Please click on the link below to view your "Returned Australian Youth Ambassador" Web Survey. Please be assured that your anonymity will be preserved.

ON-LINE QUESTIONNAIRE

Project Number: 70500

Project Name: AusAID RAYAD

Question 1: In which intake did you begin your assignment as an Australian Youth Ambassador for Development (AYAD)?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Intake 1 (March 1999)	➔ CONTINUE
02	Intake 2 (September 1999)	➔ CONTINUE
03	Intake 3 (March 2000)	➔ CONTINUE
04	Intake 4 (September 2000)	➔ CONTINUE
05	Intake 5 (March 2001)	➔ CONTINUE
06	Intake 6 (August 2001)	➔ CONTINUE
07	Intake 7 (March 2002)	➔ CONTINUE
08	Intake 8 (August 2002)	➔ CONTINUE
09	Intake 9 (March 2003)	➔ CONTINUE
10	Intake 10 (August 2003)	➔ CONTINUE
11	Intake 11 (March 2004)	➔ CONTINUE
12	Intake 12 (August 2004)	➔ CONTINUE
13	Intake 13 (March 2005)	➔ CONTINUE

14	Intake 14 (September 2005)	→ CONTINUE
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Question 2: In which country did you complete your assignment as an AYAD?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Bangladesh	→ CONTINUE
02	Cambodia	→ CONTINUE
03	China	→ CONTINUE
04	East Timor	→ CONTINUE
05	Fiji	→ CONTINUE
06	Indonesia	→ CONTINUE
07	Kiribati	→ CONTINUE
08	Laos	→ CONTINUE
09	Maldives	→ CONTINUE
10	Mongolia	→ CONTINUE
11	Nepal	→ CONTINUE
12	PNG	→ CONTINUE
13	Philippines	→ CONTINUE
14	Samoa	→ CONTINUE
15	Solomon Islands	→ CONTINUE
16	Sri Lanka	→ CONTINUE

17	Thailand	➔ CONTINUE
18	Tonga	➔ CONTINUE
19	Vanuatu	➔ CONTINUE
20	Vietnam	➔ CONTINUE

Question 3: On a scale from 1 to 10, where 1 is 'Strongly disagree' and 10 is 'Strongly agree', how much do you agree or disagree that...

	Strongly disagree										Strongly agree	Don't know
a. Your AYAD assignment increased your understanding of other cultures	1	2	3	4	5	6	7	8	9	10		97
b. Your AYAD assignment increased your knowledge of the development industry	1	2	3	4	5	6	7	8	9	10		97
c. Your AYAD assignment assisted your career	1	2	3	4	5	6	7	8	9	10		97

Question 4: Where are you currently living?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Australia	➔ CONTINUE
02	The country where you completed your AYAD assignment	➔ CONTINUE
03	Another country in the Asia Pacific (specify)	➔ CONTINUE
04	Another country not in the Asia Pacific (specify)	➔ CONTINUE

Question 5: What is your current employment status?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Employed full time	→ CONTINUE
02	Employed part time	→ CONTINUE
03	Currently seeking employment	→ SKIP TO Question 10
04	Volunteering	→ CONTINUE
05	Student	→ SKIP TO Question 10
99	Prefer not to answer	→ SKIP TO Question 10

Question 6: Are you currently working in the aid and development field?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 10
97	Don't know	→ CONTINUE

Question 7: Is your current employer...

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	A Non-Government Organisation (NGO)	→ CONTINUE
02	A private contractor	→ CONTINUE
03	A Government department or	→ CONTINUE

	agency	
04	A multilateral organisation	➔ CONTINUE
05	The United Nations (UN)	➔ CONTINUE
06	An international organisation	➔ CONTINUE
07	A research organisation	➔ CONTINUE
08	An educational institution	➔ CONTINUE
96	Other, specify_____	➔ CONTINUE

Question 8: Who is your current employer?

Question 9: What are your main duties in your current position?

Question 10: Have you participated in any AusAID or aid and development events since completing your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
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01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 12
97	Don't know	→ CONTINUE

Question 11: Was this event...

CODE	READ (MR)	SEQUENCE INSTRUCTION
01	An AusAID event (eg: shows, meetings, conferences)	→ CONTINUE
02	An AYAD information session	→ CONTINUE
03	An AYAD event (eg: the AYAD departure event)	→ CONTINUE
96	Other, specify _____	→ CONTINUE

Question 12: Have you been approached by AusAID or Austraining to participate in any AusAID or AYAD related events (eg: information sessions) since completing your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ CONTINUE
97	Don't know	→ CONTINUE

Question 13: Do you promote the AYAD program to other young people?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 15
97	Don't know	→ CONTINUE

Question 14: In what ways do you promote the AYAD program?

Question 15: Was your assignment initiated by an Australian Partner Organisation (APO)?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 17
97	Don't know	→ CONTINUE

Question 16: Do you have any ongoing contact with your APO?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ CONTINUE
97	Don't know	→ CONTINUE

Question 17: Do you have ongoing contact with people you met while on your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ CONTINUE
97	Don't know	→ CONTINUE

DEMOGRAPHICS

Finally a few questions about you to make sure we survey a proper cross-section of respondents.

Question 18: Are you currently a member of the AYAD alumni association?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ SKIP TO Question 20
02	No	→ CONTINUE

97	Don't know	➔ CONTINUE
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Question 19: If you would like to be contacted by Austraining with more information about joining the AYAD alumni association, please enter your name and contact details below.

Question 20: Are you...?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Male	➔ CONTINUE
02	Female	➔ CONTINUE

Question 21: Including pensions and allowances, what is your annual gross income (i.e. before tax) from all sources?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Under \$40,000	➔ CONTINUE
02	\$40,001 - \$50,000	➔ CONTINUE

03	\$50,001 - \$60,000	➔ CONTINUE
04	\$60,001 - \$70,000	➔ CONTINUE
05	\$70,001 - \$80,000	➔ CONTINUE
06	\$80,001 – \$90,000	➔ CONTINUE
07	\$90,001 - \$100,000	➔ CONTINUE
08	\$100,001 or more per year	➔ CONTINUE
97	Don't know	➔ CONTINUE
99	Refused to answer	➔ CONTINUE

Question 22: If you have any other comments about your AYAD assignment, please enter them below.

That's the end of the survey. As this is [social](#) research, it is carried out in compliance with the Privacy Act and the information you provided will be used only for research purposes.

Once our validation period and information processing has been completed, please be assured that your name and contact details will be removed from your responses

to this survey. After that time we will no longer be able to identify the responses provided by you. However, under the Privacy Act, for the period that your name and contact details remain with your survey responses, which will be for approximately **3 months**, you will be able to contact us to request that you have access to your information and/or we deleted some or all of your information.

We do re-contact people from time to time for research purposes about the job you have just participated in. Would you mind if we contacted you again for this purpose?

CODE	DO NOT READ (SR)	SEQUENCE INSTRUCTION
01	Yes	➔CONTINUE (RECORD)
02	No	➔CONTINUE (RECORD)

Again, thank you for your patience in answering these questions. This research has been conducted by Colmar Brunton Social Research. If you have any queries, you can call the Market Research Society's Survey Line on 1300 364 830 or Colmar Brunton Social Research on 1800 004 446.

6 APPENDIX B: FINAL QUESTIONNAIRE

ON-LINE INVITATION E-MAIL, QUESTIONNAIRE & BRIEFING NOTES

Project Number: 70500	Project Name: RAYAD survey
Contact Client Service Project Manager: Emma Sissons	
Client Service Project Leader: Corey Fisher	
Other Client Service Team Members:	
Date: 23-11-05	

INTRODUCTION

Dear "First Name"

We are conducting a NEW survey and you are invited to participate. The research concerns your experiences as a Returned Australian Youth Ambassador for Development (RAYAD) and is being conducted by the Australian Agency for International Development (AusAID).

If you choose to participate, please be assured that the information and opinions you provide will be used only for research purposes and your responses will remain confidential. In particular, we will not give the organisation sponsoring this research any information that links you to your answers.

The survey will take approximately 10 mins to complete and you will need to complete the survey by Midnight **11 December**, 2005 to be included in the research.

Please click on the link below to view your "Returned Australian Youth Ambassador" Web Survey. Please be assured that your anonymity will be preserved.

ON-LINE QUESTIONNAIRE

Project Number: 70500

Project Name: AusAID RAYAD

Question 23: In which intake did you begin your assignment as an Australian Youth Ambassador for Development (AYAD)?

CODE	READ (MR)	SEQUENCE INSTRUCTION
01	Intake 1 (March 1999)	➔ CONTINUE
02	Intake 2 (September 1999)	➔ CONTINUE
03	Intake 3 (March 2000)	➔ CONTINUE
04	Intake 4 (September 2000)	➔ CONTINUE
05	Intake 5 (March 2001)	➔ CONTINUE
06	Intake 6 (August 2001)	➔ CONTINUE
07	Intake 7 (March 2002)	➔ CONTINUE
08	Intake 8 (August 2002)	➔ CONTINUE
09	Intake 9 (March 2003)	➔ CONTINUE
10	Intake 10 (August 2003)	➔ CONTINUE
11	Intake 11 (March 2004)	➔ CONTINUE
12	Intake 12 (August 2004)	➔ CONTINUE
13	Intake 13 (March 2005)	➔ CONTINUE
14	Intake 14 (September 2005)	➔ CONTINUE

Question 24: In which country or countries did you complete your assignment as an AYAD?

CODE	READ (MR)	SEQUENCE INSTRUCTION
01	Bangladesh	→ CONTINUE
02	Cambodia	→ CONTINUE
03	China	→ CONTINUE
04	East Timor	→ CONTINUE
05	Fiji	→ CONTINUE
06	Indonesia	→ CONTINUE
07	Kiribati	→ CONTINUE
08	Laos	→ CONTINUE
09	Maldives	→ CONTINUE
10	Mongolia	→ CONTINUE
11	Nepal	→ CONTINUE
12	PNG	→ CONTINUE
13	Philippines	→ CONTINUE
14	Samoa	→ CONTINUE
15	Solomon Islands	→ CONTINUE
16	Sri Lanka	→ CONTINUE
17	Thailand	→ CONTINUE
18	Tonga	→ CONTINUE

19	Vanuatu	➔ CONTINUE
20	Vietnam	➔ CONTINUE

Question 25: On a scale from 1 to 10, where 1 is 'Strongly disagree' and 10 is 'Strongly agree', how much do you agree or disagree that...

	Strongly disagree										Strongly agree	Don't know
a. Your AYAD assignment increased your understanding of other cultures	1	2	3	4	5	6	7	8	9	10		97
b. Your AYAD assignment increased your knowledge of the development industry	1	2	3	4	5	6	7	8	9	10		97
c. Your AYAD assignment assisted your career	1	2	3	4	5	6	7	8	9	10		97

IF ANSWERED 7 OR MORE TO Question 25C

Question 26: In what ways did your AYAD assignment assist your career?

Question 27: Where are you currently living?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Australia	➔ CONTINUE
02	The country where you completed your AYAD assignment	➔ CONTINUE
03	Another country in the Asia Pacific	➔ CONTINUE

	(specify)	
04	Another country not in the Asia Pacific (specify)	→ CONTINUE

Question 28: What is your current employment status?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Employed full time	→ CONTINUE
02	Employed part time	→ CONTINUE
03	Currently seeking employment	→ SKIP TO Question 10
04	Volunteering	→ CONTINUE
05	Student	→ SKIP TO Question 10
99	Prefer not to answer	→ SKIP TO Question 10

Question 29: Are you currently working in the aid and development field?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 31
97	Don't know	→ CONTINUE

Question 30: Is your current employer primarily...

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	A regional Non-Government	→ CONTINUE

	Organisation (NGO)	
02	A national Non-Government organisation (NGO)	➔ CONTINUE
03	An international Non-Government Organisation (NGO)	➔ CONTINUE
04	A private contractor	➔ CONTINUE
05	A Government department or agency	➔ CONTINUE
06	A multilateral organisation	➔ CONTINUE
07	The United Nations (UN)	➔ CONTINUE
08	An international organisation	➔ CONTINUE
09	A research organisation	➔ CONTINUE
10	An educational institution	➔ CONTINUE
96	Other, specify _____	➔ CONTINUE

Question 31: Who is your current employer?

Question 32: What are your main duties in your current position?

Question 33: Have you participated in any AusAID or aid and development events since completing your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	➔ CONTINUE
02	No	➔ SKIP TO Question 12
97	Don't know	➔ CONTINUE

Question 34: Was this event/these events...

CODE	READ (MR)	SEQUENCE INSTRUCTION
01	An AusAID event (eg: shows, meetings, conferences)	➔ CONTINUE
02	An AYAD information session	➔ CONTINUE
03	An AYAD event (eg: the AYAD departure event)	➔ CONTINUE
96	Other, specify_____	➔ CONTINUE

Question 35: Have you been approached by AusAID or Austraining to participate in any AusAID or AYAD related events (eg: information sessions) since completing your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ CONTINUE
97	Don't know	→ CONTINUE

Question 36: Do you promote the AYAD program to other young people?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 15
97	Don't know	→ CONTINUE

Question 37: In what ways do you promote the AYAD program?

Question 38: Was your assignment initiated by an Australian Partner Organisation (APO)?

CODE	READ (SR)	SEQUENCE INSTRUCTION
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01	Yes	→ CONTINUE
02	No	→ SKIP TO Question 17
97	Don't know	→ CONTINUE

Question 39: Did you or do you have any ongoing contact with your Australian Partner Organisation (APO) after completing your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ CONTINUE
97	Don't know	→ CONTINUE

Question 40: Did you or do you have any ongoing contact with people you met while on your AYAD assignment?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	→ CONTINUE
02	No	→ CONTINUE
97	Don't know	→ CONTINUE

DEMOGRAPHICS

Finally a few questions about you to make sure we survey a proper cross-section of respondents.

Question 41: Do you receive emailed information from the Returned Youth Ambassadors for Development (RAYAD) list through Austraining?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Yes	➔ SKIP TO Question 20
02	No	➔ CONTINUE
97	Don't know	➔ CONTINUE

Question 42: If you would like to be contacted by Austraining with more information about joining the AYAD alumni association, please enter your name and contact details below.

Question 43: Are you...?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Male	➔ CONTINUE

02	Female	→ CONTINUE
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Question 44: Including pensions and allowances, what is your annual gross income (i.e. before tax) from all sources?

CODE	READ (SR)	SEQUENCE INSTRUCTION
01	Under \$40,000	→ CONTINUE
02	\$40,001 - \$50,000	→ CONTINUE
03	\$50,001 - \$60,000	→ CONTINUE
04	\$60,001 - \$70,000	→ CONTINUE
05	\$70,001 - \$80,000	→ CONTINUE
06	\$80,001 – \$90,000	→ CONTINUE
07	\$90,001 - \$100,000	→ CONTINUE
08	\$100,001 or more per year	→ CONTINUE
97	Don't know	→ CONTINUE
99	Refused to answer	→ CONTINUE

Question 45: How have your experiences as an AYAD affected you since completing your assignment?



That’s the end of the survey. As this is **social** research, it is carried out in compliance with the Privacy Act and the information you provided will be used only for research purposes.

Once our validation period and information processing has been completed, please be assured that your name and contact details will be removed from your responses to this survey. After that time we will no longer be able to identify the responses provided by you. However, under the Privacy Act, for the period that your name and contact details remain with your survey responses, which will be for approximately **3 months**, you will be able to contact us to request that you have access to your information and/or we deleted some or all of your information.

We do re-contact people from time to time for research purposes about the job you have just participated in. Would you mind if we contacted you again for this purpose?

CODE	DO NOT READ (SR)	SEQUENCE INSTRUCTION
01	Yes	➔CONTINUE (RECORD)
02	No	➔CONTINUE (RECORD)

Again, thank you for your patience in answering these questions. This research has been conducted by Colmar Brunton Social Research. If you have any queries, you can call the Market Research Society’s Survey Line on 1300 364 830 or Colmar Brunton Social Research on 1800 004 446.

This document takes into account the particular instructions and requirements of our Client. It is not intended for and should not be relied upon by any third party and no responsibility is undertaken to any third party.

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