



Australia Awards

Australia Awards Vietnam

Alumni Tracer Study 2014

December 2014

Version 2



Table of Contents

Summary	1
Main Findings	5
1 Introduction	9
1.1 Purpose of the Report	9
2 Alumni Profile	11
2.1 Alumni Information	11
2.2 Scholarship Information	12
3 Alumni Employment	15
3.1 Upon Return to Vietnam	15
3.2 Current Employment	17
4 Application of Knowledge and Skills by Alumni	23
4.1 Achievements of Alumni on Return to Vietnam	23
4.2 Use of Skills and Knowledge in Work Duties	24
4.3 Transfer of Skills and Knowledge	29
4.4 Contributions to Improvements in Organisations	32
4.5 Links with Australia	37
4.6 Promotion of Gender Equality and Disability Inclusion	40
5 Factors Affecting the Application of Skills and Knowledge	45
5.1 Overview	45
5.2 Alumni	45
5.3 Scholarships Program	48
5.4 Employer Organisation	52
6 Conclusion	55
6.1 Conclusion, Implications, Recommendations	55

Annexes

Annex 1	Methodology
Annex 2	Comparing Trace Study Results 2011 and 2014
Annex 3	Findings on Gender Equality in 2014
Annex 4	Findings on Alumni in Employment Sectors in 2014

Abbreviations

AAS	Australia Awards Scholarships
AAV	Australia Awards Office in Vietnam
ABC	Australia Broadcasting Corporation
BHVI	Brien Holden Vision Institute
CSO	Civil Society Organisation
DFAT	Australian Department of Foreign Affairs and Trade
HRD	Human Resource Development
IBM	International Business Machines
INGO	International Non-Government Organisation
MPI	Ministry of Planning and Investment (Vietnam)
NGO	Non-Government Organisation
PhD	Doctor of Philosophy

Summary

This report examines the impact of Australia Awards on its alumni in Vietnam. Australia Awards in Vietnam (AAV) now has over 3,900 alumni, of whom almost 75% returned to Vietnam in the 15-year period from 1998 to 2012. In June 2014, the AAV program sent an electronic survey to 2,337 alumni from this period. The survey was completed by 785 alumni or 33.6% of the recipients. The program identified five cohorts of alumni – each covering a 3-year period. The numbers of alumni in each cohort responding to the survey were:

Cohort	Year Returned	Respondents	Response Rate of Alumni in Cohort
Cohort 1	2010 to 2012	313 alumni	54.8% of 571 alumni in cohort
Cohort 2	2007 to 2009	182 alumni	33.5% of 544 alumni in cohort
Cohort 3	2004 to 2006	118 alumni	22.9% of 516 alumni in cohort
Cohort 4	2001 to 2003	91 alumni	24.0% of 380 alumni in cohort
Cohort 5	1998 to 2000	81 alumni	24.9% of 326 alumni in cohort

The tracer survey highlighted the successes and many accomplishments of Australia Awards alumni in Vietnam. Upon their return from their studies, most alumni make important contributions to the development of human resources, management systems, work procedures, programs and policies in their organisations. They also report significant progress in their careers since their return. For large numbers of alumni, their studies have resulted in promotions to higher-ranked positions, a higher salary, more management and operational responsibilities, more staff working under their supervision, and a greater role in policy making in their organisations.

About Achievements of Men and Women: Women were more likely than men to look for new employers upon return, promote gender equality in their organisation and volunteer at a local organisation. Men were more likely than women to return to their previous employer, receive a promotion at work and publish an article in a journal. Men were more likely to return to a higher ranked position than women, produce all types of knowledge outputs and make improvements to their organisations. Significantly more men made improvements to management systems and policies and were also more likely than women to improve linkages with other organisations. Men and women were as likely to receive support from their supervisors at work. They reported the same level of support from colleagues, but men were more likely to say that their supervisors had supported them to a great extent.

Recommendation 1: That AAV investigates the conditions in organisations impacting these results.

About the Achievements of Cohorts of Alumni:

The tracer survey data on cohorts of alumni suggest broad trends underway in the performance of alumni. The careers of alumni develop and unfold in a recognizable, perhaps predictable manner over a 15 year period. Alumni tend to return to work in professional positions and move into management positions as their careers develop over the period. Alumni in recent cohorts tend to produce more outputs such as presentations, briefings, and reports, at work than alumni in older cohorts. But alumni in older cohorts have more career achievements such as reaching higher level job status. The performance of

alumni has changed. Alumni in cohorts 1 and 2 seem to have new skills, attitudes, confidence, and access to opportunities, that alumni in older cohorts could lack in degree.

Recommendation 2: The program should develop a note on the design of the post award program of alumni activities, and how it could be tailored to meet the needs of alumni in different cohorts; what areas might need more investigation, such as promoting gender equality and disability inclusion in the work place, to improve aspects of the program across alumni cohorts.

About Trends in Alumni Performance

In 2014, compared to 2011, a higher percentage of alumni were:

- Returning to their previous employer;
- Working full-time;
- Maintaining contact with Australians;
- Working in organisations with professional links with an Australian organisation;
- Involved in professional links with an Australian organisation; and
- Promoting gender equality in their organisation.

About the Relevance of Studies

The survey confirmed that AA scholarships are highly relevant to Vietnam's development priorities as well as the alumni's work responsibilities. About 89% of alumni considered the knowledge and skills they gained in Australia to have some relevance to Vietnam's development priorities. AA scholarships are also highly relevant to the alumni's work responsibilities.

About Alumni Reintegration and Employment: The reintegration experience is significantly different for alumni in different profile organisations.

Recommendation 3: That AAV determines whether or not the varying needs of returning alumni warrant further tailoring of AAV program support to alumni as they prepare for and undergo the return and reintegration process in Vietnam.

About Supervisors' Support to Application of Skills and Knowledge by Alumni: About 77% of the supervisors of alumni have supported alumni to a great or medium extent, another 23% of supervisors have not. If extrapolated across 3,900 alumni, the 23% represents a large number of supervisors and presents a challenge to the program, representing both a need and opportunity.

Recommendation 4: That AAV identify how the more supportive supervisors provide support to alumni in the work place, and share these practices with alumni, supervisors, colleagues and leaders in the sub-units of organisations employing alumni.

About Alumni and Links between Vietnamese and Australian Organisations:

Government organisations and education institutions in Vietnam are much more likely than private sector companies to have links with Australian organisations. In fact, Vietnamese universities and research institutes are almost three times more likely than Vietnamese companies to have such a link. Alumni in government organisations and education institutions were also more likely to meet and maintain contact with all types of stakeholder groups while on-award and on return respectively. Generally, the older the cohort the less likely the alumni are to participate in a link between their organisation and Australian organisations. However, alumni whose organisation had a link with an Australian

organisation used their skills and knowledge more frequently than those whose organisation did not. They were also more likely to transfer their skills and knowledge to colleagues, promote gender equality, and experience a positive change in their employment status upon their return from Australia. With these benefits available, the onus is on the program to find ways of facilitating linkages at all points in the scholarship cycle, including while awardees are on-award, and particularly between alumni and organisations in the private sector.

Recommendation 5: That AAV examines how the program can enrich awardees' on-award experience in order to support their on-going links with Australians and Australian organisations on return to Vietnam.

About Alumni Involvement in Human Resources Development: Alumni are deeply involved in HRD in their organisations. At least 62% of alumni have strengthened HRD by transferring their highly-valued skills to colleagues: analytical and critical thinking skills, technical or subject matter skills, communication skills, English language skills, and working independently. Alumni who transferred their skills to colleagues also used their skills and knowledge in their work duties more frequently than those who did not. There is positive news and an opportunity for the program to explore and learn about this result. It is further evidence of the value of the awards program to participating organisations, the host government, DFAT and the Australian public.

Recommendation 6: That AAV examines this application of alumni skills and knowledge (i.e., the transfer to colleagues/organisations) in some detail to understand and estimate the value of the skills and knowledge being transferred.

About Alumni Participation in AAV Alumni Activities: Alumni who participated in alumni activities used their skills and knowledge in their work duties more frequently than those who did not. They also transferred their skills and knowledge to colleagues and promoted gender equality and disability inclusion in their organisations more than those who did not participate in AAV activities. This suggests that increased participation in AAV alumni activities will result in increased application of skills and knowledge by alumni.

Recommendation 7: That AAV determines the extent to which participation in AAV alumni activities enables alumni to apply their skills and knowledge. That it determines the feasibility of increasing the number of alumni participating in at least one alumni activity and of targeting AAV activities at alumni in cohorts 3-5 who are not currently participating at the same rate as alumni in cohorts 1 and 2.

About Alumni Involvement in Community Development: Alumni who volunteered with local organisations used their skills and knowledge in their work duties more frequently than those who did not volunteer. Alumni who volunteered also transferred their skills and knowledge to colleagues and promoted gender equality and disability inclusion in their organisations more than those who did not volunteer. Increased program support to alumni involvement in volunteer work could increase the return on investment in HRD.

Recommendation 8: That AAV identifies ways of supporting alumni involvement in volunteer work and determine the feasibility and potential impact of providing such support.

About Alumni Working in Different Employment Sectors:

The employment sector shapes the experience and performance of alumni. The employment sector shapes what alumni choose to study, how they reintegrate, what skills they use and share, the types of improvements they make in their organisations, who they help in their volunteer time, the extent to which they promote gender equality, and the extent to which they maintain contact with Australians. Alumni working in aid delivery

agencies and education institutes could be seen as the top performers in the 12 areas of performance described in the survey.

About Alumni Working in the Private Sector:

Alumni in Vietnamese companies were least likely among all alumni to say that their course was relevant to their job. However, they made very good use of their skills and knowledge in their work, and a large percentage of them have experienced changes in their employment situation. As a result of their studies, alumni working in foreign companies were most likely among the cohorts to be given a higher salary and more management and financial responsibilities. Alumni working for Vietnamese companies were most likely to have changed to a higher-ranked position. Alumni in the private sector made significant contributions to the management and implementation of work in their organisations. However, they were least likely to have transferred their skills and knowledge to colleagues and promoted gender equality in the work place. They were least likely among alumni to have maintained contact with Australians and other alumni.

Main Findings

Study Experience

1. *Level of study* – of 785 survey respondents, 669 alumni (85.2%) completed Master's degrees; 14 alumni (1.8%) completed graduate diplomas; 35 alumni (4.5%) doctorates (PhDs); and 67 alumni (8.5%) undergraduate degrees.
2. *Field of study* – alumni earned their degrees in 14 fields of study. About 48% of alumni studied in one of three fields: business (23%), education (15%), and agriculture and rural development (10%).
3. *University* – Vietnamese alumni in the tracer survey had studied at 32 universities in Australia. Over 40% of alumni studied at one of three universities in Australia: the University of Queensland (16.6%), the University of Melbourne (13.0%) and Monash University (11.7%).
4. *Qualifications* – more men than women among survey respondents completed doctorate studies. Seven percent of men but only 3% of women earned their PhDs. More women than men completed their Master's degrees.

Employment Experience on Return to Vietnam

5. *Reintegration planning* – about 66% of returning alumni had a formal career reintegration plan when they returned.¹
6. *Return to previous employer* – almost 71% of returning alumni returned to their previous employer. About 92% of alumni working in public sector organisations returned to their previous employer. Only 37% of alumni who didn't work in public sector organisations returned to their previous employers.
7. *Seniority of position on return* – about 39% of alumni who returned to their previous employer returned to a higher position than the one they left. About 59% of alumni returned to the same position (or the same level position). Men tended to return to higher positions more frequently than women.
8. *Finding a job on return* – more than 25% of alumni said they found a new job upon their return to Vietnam. On average, it took these alumni less than two months to find a new position. After six months, almost 90% had found work.

Current Employment

9. *Employment situation* – more than 91% of alumni were working full-time. Almost 96% were either working full-time, working more than one job, or enrolled in further academic study.
10. *Length of employment with current employment* – on average, alumni have worked in their current employment about 9.4 years.
11. *Type of work role* – about 50% of alumni were professionals, and 40% were managers. Men worked in management positions more frequently than women.

¹ Alumni in group discussions suggested that respondents could have considered any of the following a 'formal career reintegration plan' – a vision of their future, a long-term goal for employment, an agreement they had with their employer, a short-term plan for getting a job, or indeed a formal document outlining a plan for reintegration. Only in the latter instance could the 'formal career reintegration plan' of the survey be construed as the 'reintegration action plans' that the program now supports with reintegration workshops in Australia and in Vietnam.

Women worked in professional positions more frequently than men. The older the cohort, the more likely that alumni work as managers. Cohort 1 alumni were more likely to work as professionals than managers.

12. *Job status and responsibility* – alumni in older cohorts were more likely to have a higher salary, a higher-ranked position, have more management responsibility, be supervising more staff, and play a greater role in policy-making now compared to when they returned from studies. More alumni reported earning a higher salary than any other benefit or change in employment status.
13. *Achievements* – male and female alumni were just as likely to change to a better job, participate in a link between Vietnamese and Australian organisations, present a paper at an international conference, return to Australia, receive a grant or receive an award or prize. However, women were more likely to promote gender equality in their organisation and volunteer at a local organisation. Men were more likely to receive a promotion at work and publish an article in a journal.

Application of Skills and Knowledge by Alumni

14. *Frequency of use of skills and knowledge acquired* – at least 50% of alumni said they have regularly used seven skills in their work. The skills included working independently, analytical and critical thinking, time management, communication, English language, planning, and technical or subject matter skills and knowledge
15. *Knowledge outputs* – almost 96% of alumni produced at least one knowledge output related to their studies in the last 3 years. About 50% of alumni produced at least one presentation or report. More alumni in Cohort 1 than any other cohort reported producing the listed outputs. Men were more likely than women to produce all types of knowledge outputs except teaching materials and blogs
16. *Priorities addressed in alumni's work* – almost 50% of alumni said that their knowledge and skills were highly relevant to Vietnam's development priorities. Another 39% said they were relevant. Almost 97% of alumni said they address a development priority in their work. The priority areas addressed by the most alumni were in the areas of economics, education, and governance and financial management.

Transfer of Skills and Knowledge by Alumni

17. *Transferring skills and knowledge in the work place* – about 72% of alumni have transferred their skills and knowledge in the work place to a great or medium extent. The top skills transferred included analytical and critical thinking skills. More alumni transferred their skills through 'informal' means such as supervisory activities, coaching, mentoring, and on-the-job training. Cohort 5 alumni were most likely others to pass on their knowledge to a great extent.
18. *International conferences* – almost 18% of alumni have presented a paper at an international conference in the last 3 years. About 10% have received an award or prize related to their studies.
19. *Publications* – in the last three years, almost 40% of alumni published a work that was related to their studies. About 44% of these alumni were published in peer-reviewed national academic journals, and about 37% in university-level publications. Recent cohorts were more likely than older cohorts to have published a work. Cohort 1 alumni were about 33% more likely than Cohort 5 alumni to publish.
20. *Grants* – about 12% of alumni have received a grant in the last three years.

21. *Patents* – in the last three years, 92 alumni from the sample have filed for a patent. Alumni in Cohort 1 were most likely to have filed for a patent. Fifty-one people, or 16% of alumni in the cohort, have filed for a patent in the last three years.²

Contributions to Improvements in Organisations

22. *Human resources* – alumni have made significant contributions to HRD in their organisations. About 50% of alumni have increased seven key skills in colleagues. The most likely to be shared were critical thinking skills, language skills, and technical or subject matter knowledge and skills.
23. *Organisational systems* – almost 94% of alumni made improvements in their organisation in the last three years. The main areas improved were procedures, programs and management systems. Men were more likely than women to make improvements to their organisations. Significantly more men made improvements to management systems and policies. Men were also more likely to improve linkages with other organisations.

Linkages with Australia

24. *Maintaining contact with Australians* – alumni have maintained closest contact with other alumni from among the people they met during their studies in Australia. About 47% of alumni said they were in contact with other alumni at least monthly. About 16% said they were in contact with other alumni weekly or daily. Recent cohorts were more likely than older cohorts to maintain contact with other alumni and Australians.
25. *Professional links with an Australian organisation* – about 55% of alumni reported that their organisation has a professional or business link with an Australian organisation. About 85% of alumni in organisations with links with Australians were involved in the link to some extent. However, the largest percentages of alumni in 4 of 5 cohorts were involved in the link only to a small extent.

Promotion of Gender Equality and Disability Inclusion

26. *Promotion of gender equality* – only about 10% of alumni have promoted gender equality to a great extent in the last three years. Women were more likely than men to promote gender equality in the work place. Generally, gender equality was promoted to a greater extent than disability inclusion.
27. *Promotion of disability inclusion* – relatively few alumni have promoted disability inclusion in their organisation in the last three years. More than two-thirds of alumni promoted disability inclusion to a small extent or not at all. Men were more likely than women to promote disability inclusion in their organisation.

Factors Affecting Application of Skills and Knowledge and Achievements of Alumni

28. *Alumni reintegration planning* – alumni who prepared a formal career reintegration plan were 1% less likely than those who had no plan to make use of their skills and knowledge at work. According to their responses, formal reintegration planning, as understood by survey respondents, had no discernible impact on the application of skills and knowledge by alumni.
29. *Alumni involvement in HRD* – alumni were more likely to transfer their skills through informal than formal means. At least 62% of alumni have transferred the five top skills acquired at least occasionally to their colleagues through informal means. Alumni who

² This figure is likely inaccurate. When the program contacted the 92 alumni to ask for detail about their patents, some respondents said they had misunderstood the term 'patent' when they answered this question.

had transferred their skills and knowledge to colleagues were 7.1% more likely to have used these skills and knowledge when performing their work duties than alumni who had not transferred their skills.

30. *Alumni involvement in community development* – alumni who had volunteered with local organisations were 6.6% more likely to have used their acquired skills and knowledge at work than alumni who had not volunteered. Alumni who volunteered were also 13.7% more likely to transfer skills and knowledge and 19.1% more likely to promote gender equality and disability inclusion to a medium extent. Alumni who volunteered their time with community organisations were most likely to volunteer with local councils and business organisations, rather than mass organisations or religious organisations.
31. *Relevance of studies* – almost 96% of alumni said that the skills and knowledge they acquired in Australia were relevant to their current job. About 65% said their skills and knowledge were *highly relevant* to their job. A majority of alumni in every type of employment but one found their knowledge and skills highly relevant to their work.
32. *Influence of studies on changes in employment* – alumni reported that their studies have influenced changes in their employment situation. The biggest influence was on alumni getting a higher ranking position and having more technical or operational responsibility at work. They had the least influence on alumni having more financial responsibility.
33. *Participation in AAV alumni support activities* – a high level of returning alumni have participated in alumni activities in the past three years. In general, alumni in recent cohorts were more likely to participate. Compared to others, alumni who participated in alumni activities were 3.6% more likely to use their skills and knowledge in their work; 12.1% more likely to transfer their skills and knowledge to colleagues; 5.1% more likely to promote gender equality or disability inclusion; and 4.3% more likely to be involved in maintaining a professional or business link that their organisation has with an Australian organisation.
34. *Support received from supervisors* – about 77% of alumni said their supervisors provide a great level or medium level of support to the application of their skills and knowledge in their work. However, 23% of alumni said their supervisors provide only a small level of support or none at all. Men were as likely as women to receive support from supervisors, although they were more likely than women to say that their supervisors supported them to a great extent.
35. *Support received from colleagues* – alumni reported receiving good levels of support from colleagues, but they received more support from supervisors. Men and women reported the same level of support from colleagues.
36. *Links with Australian organisations* – alumni whose organisation had a link with an Australian organisation used their skills and knowledge more frequently than those whose organisation did not. Compared to others, alumni whose organisation had a link were 3.8% more likely to use their skills and knowledge when performing their work duties; 9.3% more likely to transfer their skills and knowledge to colleagues; 6.1% more likely to promote gender equality or disability inclusion; and 4.5% more likely to experience a positive change in their employment status.

1 Introduction

1.1 Purpose of the Report

Australia Awards Tracer Survey

Australia Awards in Vietnam (AAV) now has over 3,900 alumni. Almost 75% of them returned to Vietnam in the 15-year period from 1998 to 2012. In June 2014, the AAV program sent an electronic survey to 2,337 alumni from this period. The survey was completed by 785 alumni or 33.6% of the recipients.

Purpose of the Report

This report examines the impact of the scholarship program on its alumni in Vietnam. It relies on the information from tracer survey responses. The report addresses four sets of questions about alumni of Australia Awards in Vietnam:

1. What was the employment experience of alumni upon return to Vietnam? What is their current employment situation?
2. How have alumni applied their acquired skills and knowledge in their current job? What were their achievements upon return and in the last 3 years?
3. Which factors have affected the application of skills and knowledge and the achievements of alumni? How has the program, employer organisation, external context, and alumni affected the application of skills and knowledge?
4. How do the employment experiences, application of skills and knowledge, and achievements of sub-groups of alumni compare? How do they compare between male and female alumni? How do they compare between cohorts of alumni who have been back in Vietnam for different lengths of time?

Definition of the Application of Skills and Knowledge by Alumni

In this study, the application of skills and knowledge acquired by alumni in Australia is evidenced by alumni:

- Using skills and knowledge to perform their work duties;
- Transferring skills and knowledge to others;
- Making improvements in their organisations;
- Supporting links between their organisations and Australian organisations; and
- Promoting gender equality and disability inclusion.

Contents of the Report

The report on the Tracer Study organises its contents into three sections of information: alumni employment, the application of skills and knowledge by alumni, and factors affecting the application of skills and knowledge. In addition the report includes summary information, conclusions, and information on the implications of key findings to the program. It also includes recommendations to DFAT and the program.

Exhibit 1.1 Contents of the Tracer Study Report

Alumni Employment	<ul style="list-style-type: none"> ▪ Employment upon return ▪ Current employment
Application of Skills and Knowledge	<ul style="list-style-type: none"> ▪ Use skills & knowledge at work ▪ Transfer skills to others ▪ Improve their organisations ▪ Support organisational links ▪ Promote gender and disability
Factors Affecting Application	<ul style="list-style-type: none"> ▪ Alumni ▪ Scholarship program ▪ Employer organisation

Alumni Cohorts and Response Rates

The program identified five cohorts of alumni – each covering a 3-year period. The numbers of alumni in each cohort responding to the survey were:

Cohort	Year Returned	Respondents	Response Rate of Alumni in Cohort
Cohort 1	2010 to 2012	313 alumni	54.8% of 571 alumni in cohort
Cohort 2	2007 to 2009	182 alumni	33.5% of 544 alumni in cohort
Cohort 3	2004 to 2006	118 alumni	22.9% of 516 alumni in cohort
Cohort 4	2001 to 2003	91 alumni	24.0% of 380 alumni in cohort
Cohort 5	1998 to 2000	81 alumni	24.9% of 326 alumni in cohort

Alumni Interviews

After compiling the survey results, the program conducted four group interviews involving 28 alumni who had answered the survey questionnaire. The purpose of the interviews was to clarify, explain and gain further understanding of the survey results; and to identify success stories of alumni.

Risk

There is the risk that alumni have different interpretations of some key terms used in the survey questionnaire. As a result, there is uncertainty in the data supporting some findings, such as the percentage of alumni preparing a ‘formal career reintegration plan’ or the percentage of alumni registering ‘patents.’

2 Alumni Profile

2.1 Alumni Information

The number of alumni who:

- 785 alumni – Responded to the survey (100%)
- 667 alumni – Living and working in Vietnam
- 466 alumni – Returned to their previous employer
- 405 alumni – Worked in a public sector organisation

Gender

The sample of 785 alumni who responded to the tracer survey included 460 women and 325 men. In 2014, women comprised 50.0% of all alumni, but 58.6% of the alumni completing the tracer survey.

Profile

Of the 785 alumni who responded to the survey:

- 85.0% (667) were living in Vietnam
- 10.3% (81) were living in Australia
- 4.7% (37) were living in other countries

About 69% of alumni living overseas were living in Australia. About 7% were living in the United States. At least 2 alumni were located in each of Singapore, New Zealand, Canada, United Kingdom and Germany.

Location

Alumni who responded to the survey were living and working throughout Vietnam:

- 337 alumni (42.9%) were located in Hanoi
- 143 alumni (18.2%) in Ho Chi Minh City
- 41 alumni (5.2%) in Hue
- 31 alumni (3.9%) in Danang
- 18 alumni (2.3%) in Can Tho
- 11 alumni (1.4%) in Lam Dong province
- 11 alumni (1.4%) in Thai Nguyen province

Seventy-five alumni were located in these provinces and cities: Khanh Hoa, Binh Dinh, Quang Ngai, Phu Yen, Dak Lak, Gia Lai, An Giang, Tra Vinh, Soc Trang, Long An, Ca Mau, Bac Lieu, Hau Giang, Quang Tri, Ha Tinh, Nghe An, Thanh Hoa, Quang Ninh, Cao Bang, Lao Cai, Lai Chau, Hai Phong, Bac Ninh, Nam Dinh, Thai Binh, Hai Duong, Binh Duong, and Ba Ria - Vung Tau.

Disability

Of 785 respondents to the survey, eight persons identified themselves as having a disability (1.0%). Alumni had disabilities associated with loss of the use of legs; a long-term medical, physical, mental or psychiatric condition; a learning disability; and loss of or impaired sight. See the Alumni Vignette 4.5 of Dr. Mai Quoc Tung in section 4.6 below for a story of an alumnus who has restored the eyesight of adults and children in Vietnam.

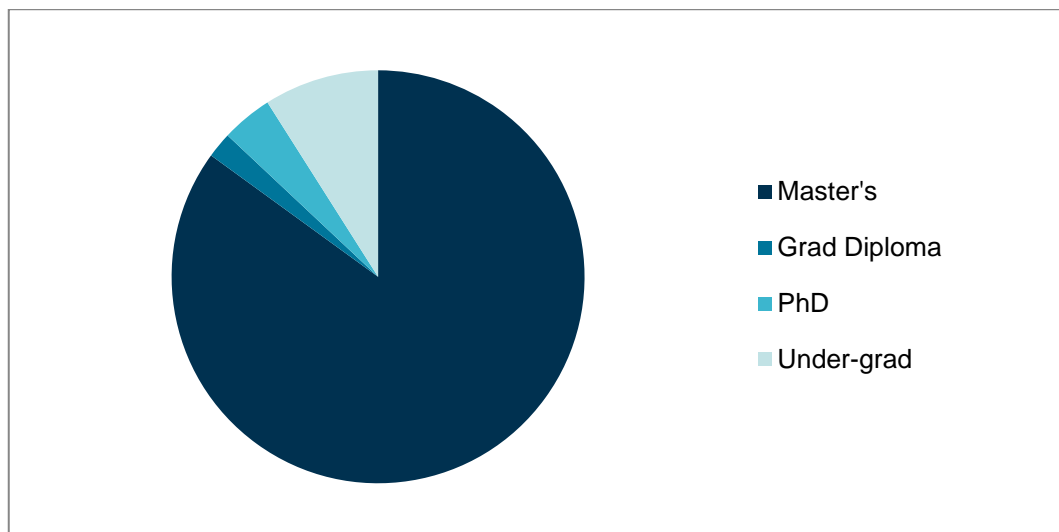
2.2 Scholarship Information

Level of Study

Of 785 survey respondents, 669 alumni (85.2%) had completed Master's degrees; 14 alumni (1.8%) completed graduate diplomas; 35 alumni (4.5%) completed doctorates (PhDs); and 67 alumni (8.5%) completed undergraduate degrees.

Alumni who studied for undergraduate degrees were mostly from cohorts 3-5. About 19% of respondents from cohorts 3-5 compared to 2% from cohorts 1-2 had studied for undergraduate degrees. Six of the eight alumni with a disability completed their Master's degree, while two completed their undergraduate studies.

Exhibit 2.1 Alumni and Levels of Study



Field of Study

Alumni completing the tracer survey earned their degrees in 15 fields of study. About 23% of alumni had studied business, 15% education, and 10% agriculture and rural development. Almost 48% of alumni studied in one of these three fields.

Table 2.1 Alumni and Fields of Study

Field of Study	Alumni	% of total
1. Business Services	179	22.8
2. Education	114	14.5
3. Agriculture and Rural Development	80	10.2
4. Economics	68	8.7
5. Environment	59	7.5
6. Science and Technology	50	6.4
7. Public Health/Health Services	39	5.0
8. Community Development	36	4.6
9. Public Policy and Administration	32	4.1
10. Communication and Journalism	28	3.6
11. Law	26	3.3
12. Infrastructure	26	3.3
13. Information Management	20	2.5
14. Social Science	17	2.2
15. Medical	9	1.1
16. No information	2	0.3
Total	785	100%

University

Vietnamese alumni in the tracer survey had studied at 32 universities in Australia. Over 40% of alumni studied at one of three universities in Australia, while over 70% studied at one of seven universities.

Table 2.2 Alumni and Universities in Australia

University	Alumni	% of total
1. The University of Queensland	130	16.6
2. The University of Melbourne	102	13.0
3. Monash University	92	11.7
4. The University of Sydney	67	8.5
5. The University of New South Wales	65	8.3
6. The Australian National University	58	7.4
7. University of Technology Sydney	39	5.0
8. La Trobe University	24	3.1
9. Flinders University	22	2.8
10. Queensland University of Technology	22	2.8
11. The University of Adelaide	21	2.7
12. Curtin University	20	2.5
13. James Cook University	19	2.4
14. Swinburne University of Technology	14	1.8
15. RMIT University	14	1.8
16. Victoria University	13	1.7
17. Macquarie University	9	1.1
18. The University of Newcastle	9	1.1
19. The University of New England	8	1.1
20. University of South Australia	7	0.9
21. The University of Western Australia	6	0.8
22. University of Wollongong	5	0.6
23. Deakin University	4	0.5
24. Southern Cross University	3	0.4
25. Australia Maritime College	2	0.3
26. TAFE South Australia	2	0.3
27. University of Canberra	2	0.3
28. University of Western Sydney	2	0.3
29. Charles Darwin University	1	0.1
30. Griffith University	1	0.1
31. The University of Sunshine Coast	1	0.1
32. The University of Tasmania	1	0.1
Total	785	100%

3 Alumni Employment

3.1 Upon Return to Vietnam

Reintegration Planning

About two-thirds of alumni had a formal career reintegration plan. Of 657 surveyed, 436 alumni (66.3%) had a formal career reintegration plan while 221 (33.6%) did not.

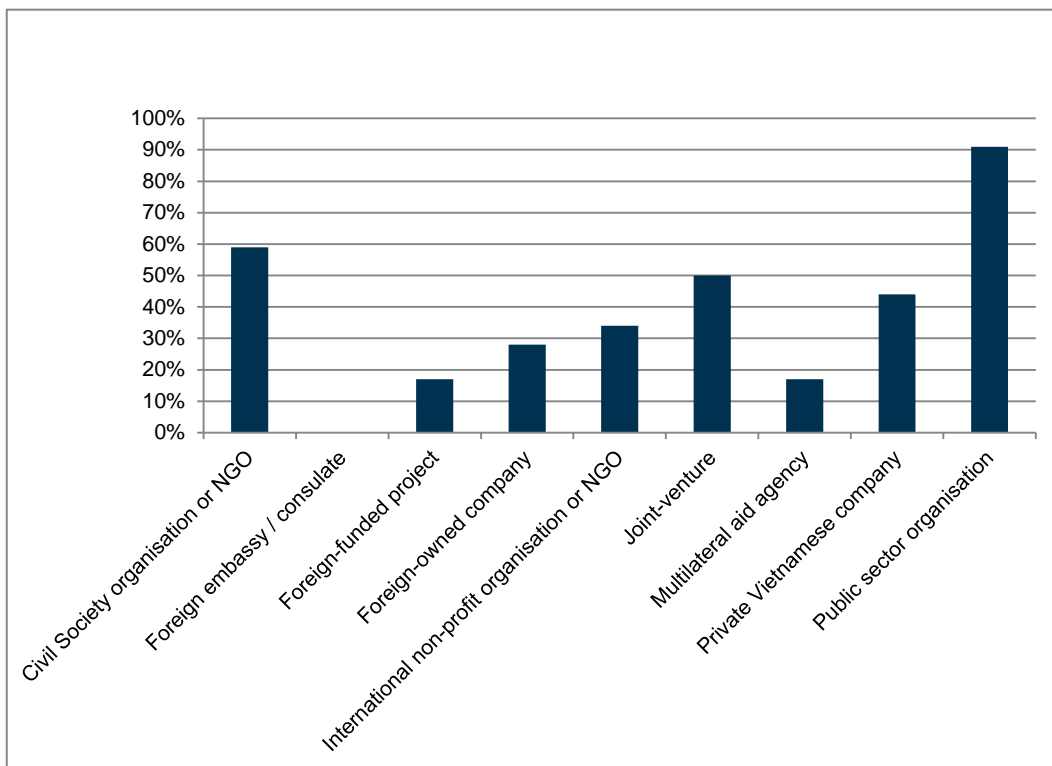
Alumni in group discussions suggested that respondents could have considered any of the following a 'formal career reintegration plan' – a vision of their future, a long-term goal for employment, an agreement they had with their employer, a short-term plan for getting a job, or indeed a formal document outlining a plan for reintegration. Only in the latter instance could the 'formal career reintegration plan' of the survey be construed as the 'reintegration action plans' that the program now supports with reintegration workshops in Australia and in Vietnam.

Return to Previous Employer

Almost 71% of returning alumni returned to their previous employer. From 1998 to 2012, 466 alumni (70.9%) returned to their former workplace while 191 alumni (29.1%) did not. Almost 92% (372 of 405 alumni) of employees of public sector organisations returned to their former employer.

Of the 252 alumni who didn't work in public sector organisations, only 94 alumni (37.3%) returned to their former employer while 158 alumni (62.7%) did not. Ten of 17 alumni working in civil society organisations or Vietnamese NGOs returned to their previous employer. However, alumni in all other employment sectors were more likely to change employers than to return to their previous one.

Exhibit 3.1 Percentage of Alumni Who Returned to Previous Employer in Vietnam (by Employment Sector³)



Seniority of Position on Return

About 59% of alumni who returned to their previous employers returned to the same position as before (or the same level position). However, 39% of alumni returned to a higher position. Less than 2% of alumni returned to a lower position than before. Men tended to return to higher positions more frequently than women.

Six of the 8 alumni with a disability returned to their former employer. Three returned to a higher position, and 3 to the same position.

Table 3.1 Seniority of Employment Position on Return to Vietnam (by Gender)

Position that Alumni returned to was...	Total	Male Alumni		Female Alumni	
	No.	No.	% of Males	No.	% of Females
Higher level position than one before studies	187	93	28.6	94	20.4
Same level position as one before studies	282	102	31.3	180	39.1
Lower level position than before	9	6	1.8	3	0.7

³ The term "NGO" used in this chart and others refers to Vietnamese NGOs as opposed to international NGOs such as Oxfam, Save the Children, or WorldVision.

Finding a Job on Return

More than one quarter of alumni (217) said they had found a new job upon their return to Vietnam. On average, it took these alumni less than 2 months to find a new position. After 6 months, almost 90% of them had found work.

In the sample, women were more likely than men to look for new employers (men were more likely to return to previous employers). About 29% of female alumni looked for new employers, whereas only 25% of male alumni did the same. Women were more likely than men to find a new position within six months of returning. After six months, about 93% of women and 84% of men had found new employers.

Table 3.2 Length of Time Needed for Alumni to Find New Job (by Gender)

Period of Time	Total		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Less than 1 month	57	26.3	25	7.7	32	7.0
1-2 months	70	32.3	24	7.4	46	10.0
3-6 months	68	31.3	20	6.2	48	10.4
7-12 months	18	8.3	9	2.8	9	2.0
More than 12 months	4	1.8	4	1.2	0	0.0
	217		82	25.0	135	29.4

3.2 Current Employment

Employment Situation

Almost 96% of 666 alumni were either working full-time, working more than one job, or enrolled in further academic study. More than 91% of alumni were working full-time, while less than 1% of alumni were not working. Men and women were just as likely to be working full-time, but men were more likely to work more than one job. They were also more likely to be enrolled in further academic studies. Women were more likely to be working part-time.

Table 3.3 Percentage of Alumni in Vietnam in Employment Situations (by Gender)

Employment Situation	All Alumni		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Working full-time	609	91.4	251	77.2	358	77.8
Working more than one job	107	16.1	50	15.4	57	12.4
Enrolled in further academic study	59	9.0	28	8.6	31	6.7
Working part-time	21	3.2	4	1.2	17	3.7
Not working, looking for work	3	0.5	1	0.3	2	0.4
Not working, not looking for work	2	0.3	0	0	2	0.4
Military service	1	0.2	0	0	1	0.2

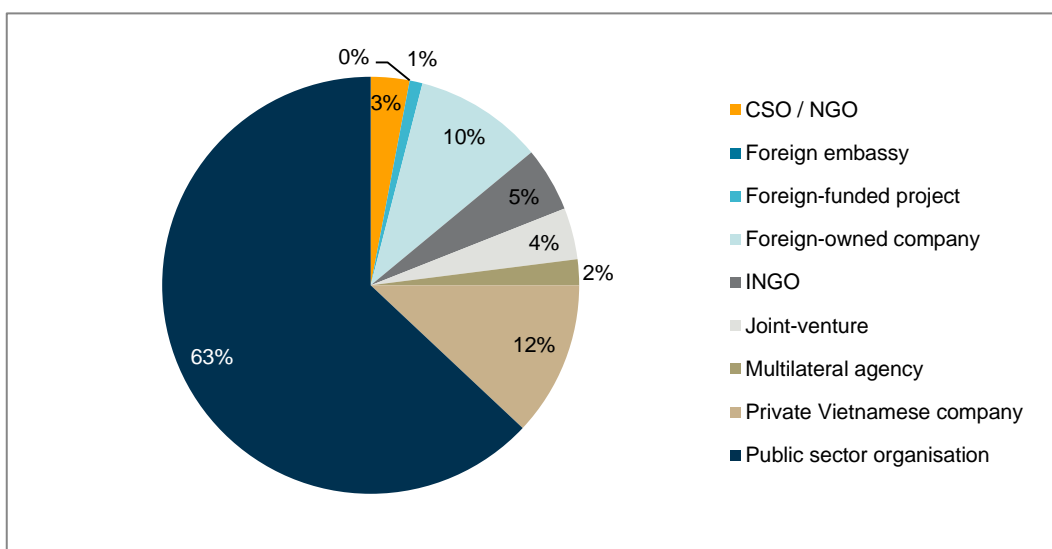
Table 3.3 Percentage of Alumni in Vietnam in Employment Situations (by Gender)

Employment Situation	All Alumni		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Working full-time	609	91.4	251	77.2	358	77.8
Working more than one job	107	16.1	50	15.4	57	12.4
Enrolled in further academic study	59	9.0	28	8.6	31	6.7
Working part-time	21	3.2	4	1.2	17	3.7
Not working, looking for work	3	0.5	1	0.3	2	0.4
Not working, not looking for work	2	0.3	0	0	2	0.4
Military service	1	0.2	0	0	1	0.2

Type of Employer

Most alumni responding to the survey worked in public sector organisations such as central government administrations or universities and colleges. About 63% of alumni worked in public sector organisations. The next largest employer of alumni surveyed was private Vietnamese companies. About 12% of alumni worked for Vietnamese companies.

Exhibit 3.2 Current Employers of Alumni



Men and women were equally as likely to work for public sector organisations. Men were more likely than women to work in private Vietnamese companies and joint ventures. Women were more likely than men to work for every other type of employer in the table.

Table 3.4 Percentage of Alumni Working for Employer Types (by Gender)

Type of Employer	Total		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Public sector organisation	405	63.3	167	51.4	238	51.7
Private Vietnamese company	75	11.3	35	10.8	40	8.7
Foreign-owned company	64	10.0	21	6.5	43	9.3
Joint-venture	26	4.1	16	4.9	10	2.2
International non-profit org.	32	5.0	13	4.0	19	4.1
Civil society org. or NGO	17	2.6	6	1.8	11	2.4
Foreign-funded project	6	0.1	2	0.6	4	0.9
Multilateral aid agency	12	0.2	2	0.6	10	2.2
Foreign embassy / consulate	3	0.1	0	0.0	3	0.7

About 52% of survey respondents working in the public sector (or 32% of all surveyed alumni) worked in a teaching institute such as a university, college or school. Another 13% worked in a research institute. About 22% of those working in the public sector worked in the central government administration, while 6% worked in provincial or local government administration.

Table 3.5 Percentage of Alumni by Public Sector Employer Type⁴

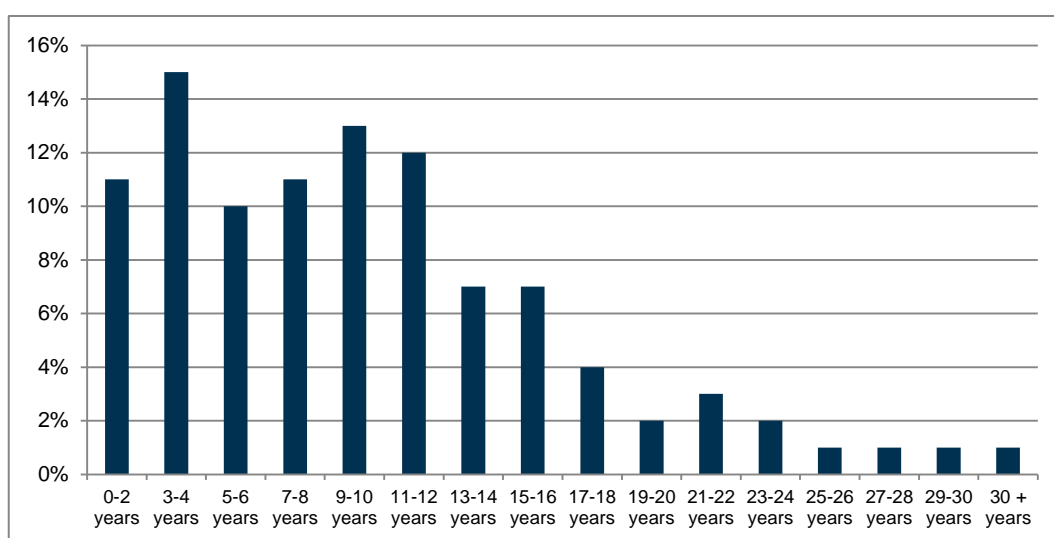
Description of Employer	Alumni		
	No.	% of Public Sector Employees	% of All Surveyed Employees
Teaching institute (university, college or school)	202	52.1	31.6
Central government administration	87	22.4	13.6
Research institute	51	13.1	8.0
Provincial or local government administration	25	6.4	3.9
State-owned enterprise	16	4.1	0.3
Health services (hospital or clinic)	5	1.3	0.1
Other	2	0.5	0.0

⁴ Although 405 alumni in the sample were employees of public sector organisations, only 388 alumni answered 'public sector organisation' in question 16 of the survey. The other 17 alumni answered by writing in the names of organisation that were public sector organisations as defined in the study. Therefore the '% of public sector employees' in table 4.5 is the percentage of 388 alumni.

Length of Employment with Current Employment

On average, alumni have worked in their current employment about 9.4 years. The mode is between 3 and 4 years.

Exhibit 3.3 Length of Employment of Alumni with Current Employer



Reasons for Leaving Employer

About 63.6% of alumni (433 of 681 respondents) said that they had worked for the same employer since returning to Vietnam. However, 248 alumni (36.4%) indicated they had changed employers. About 56% of alumni who changed employers did so for one of three reasons:

- to broaden their experience – cited by 6.2% of all alumni, including about 21% of those who changed employers; or
- for family or other personal reasons – 5.2% of alumni, or about 18% of those who changed employers; and,
- limited opportunity to use skills and knowledge acquired in studies – 5.1% of alumni, or about 17% of those who changed employers.

About 3.8% of alumni said they left their employer because there was limited opportunity for promotion, while 3.1% said they had an offer of a higher salary.

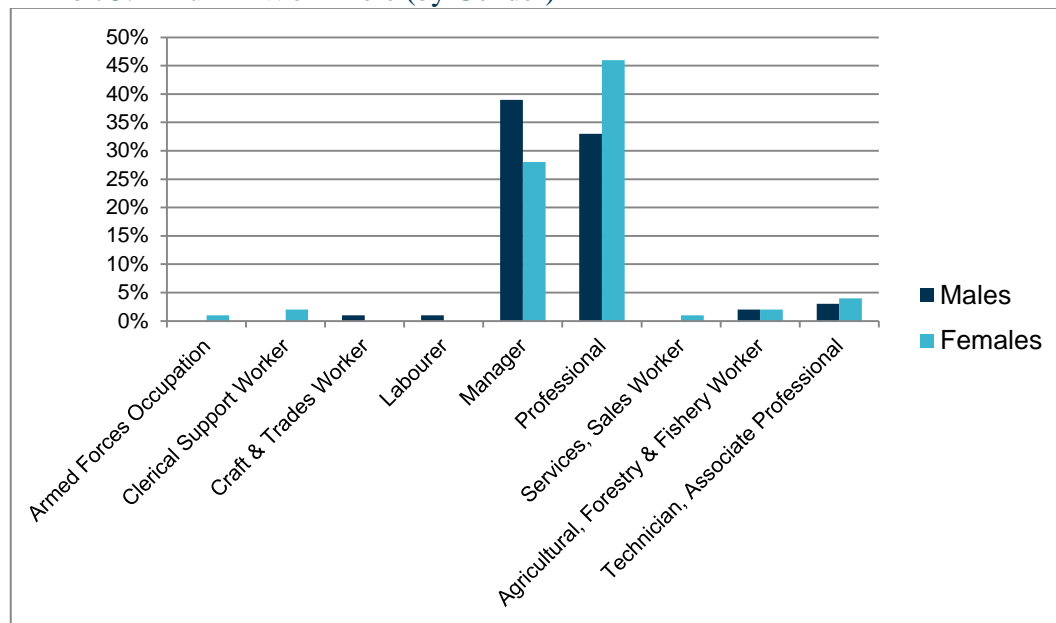
Type of Work Role

Alumni were predominantly in professional and managerial positions in their organisations. Of 631 alumni, 318 alumni (50.4%) identified their work role as professional, while 257 alumni (40.7%) said manager. About 4% said they worked as a technician or associate professional.

Men worked in management positions more frequently than women. About 39 percent of male alumni responding to the question said they worked in management positions, whereas only 28 percent of female alumni said the same. Women worked in professional positions more frequently than men. About 46 percent of female alumni responding to the question said they work as professionals, whereas only 33 percent of male alumni said the

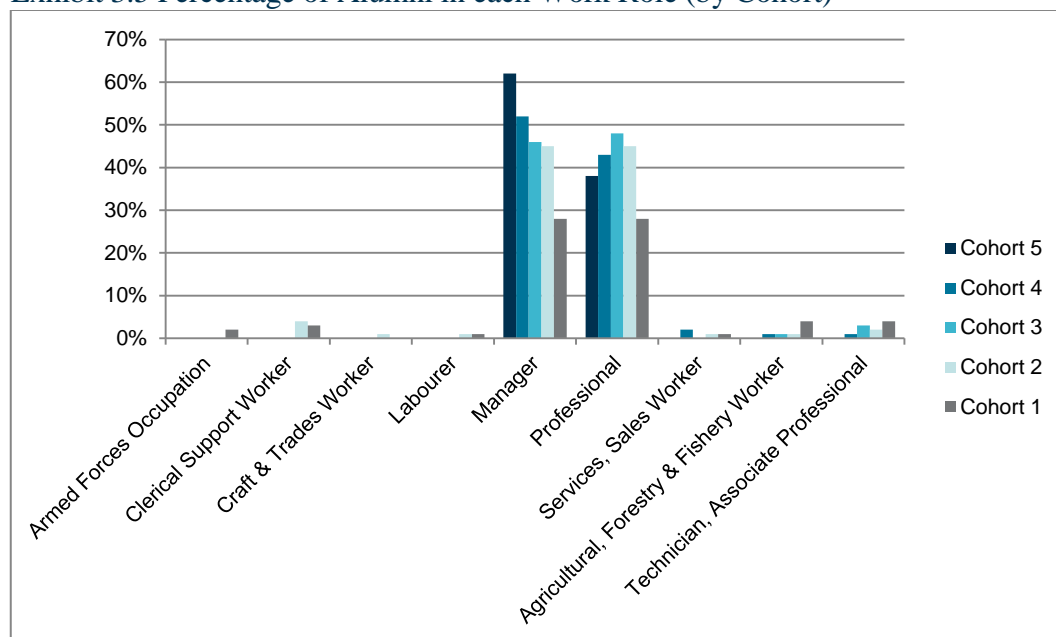
same. Men were more likely to work as skilled agricultural, forestry or fishery workers, while women were more likely to work as clerical support workers or service and sales workers.

Exhibit 3.4 Alumni Work Role (by Gender)



Over 60% of Cohort 5 alumni worked as managers. Less than 30% of Cohort 1 alumni worked in this role. Cohort 1 alumni were more likely to work as professionals. Similar percentages of alumni from cohorts 2 and 3 worked as professionals and managers. It would appear to be, the older the cohort, the more likely that alumni work as managers.

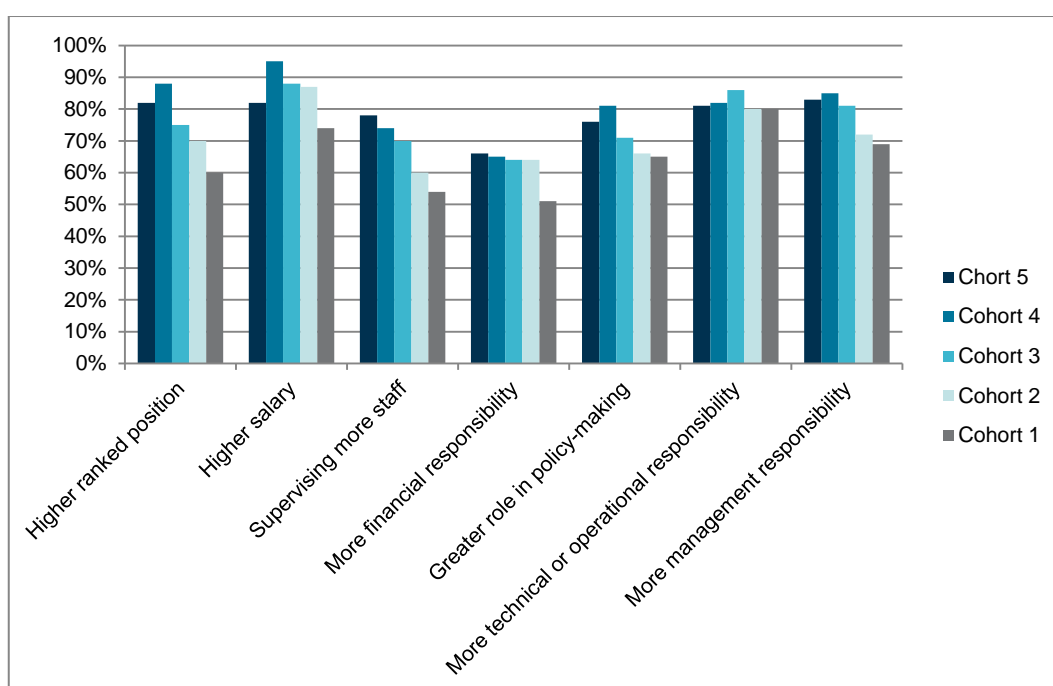
Exhibit 3.5 Percentage of Alumni in each Work Role (by Cohort)



Job Status and Responsibility

In almost all categories, alumni in older cohorts were more likely than alumni in recent cohorts to achieve a more favourable job status now compared to when they first returned to Vietnam. Alumni in older cohorts were more likely to have a higher salary, a higher-ranked position, have more management responsibility, be supervising more staff, and play a greater role in policy-making. As could be expected, a higher percentage of alumni in each subsequent cohort reported achieving the status.

Exhibit 3.6 Improvements in Alumni Job Status and Responsibility (by Cohort)



Alumni reported earning a higher salary more than other benefit or change listed in the chart. About 72% of Cohort 1 alumni reported earning a higher salary even though about 40% of the cohort had been back in Vietnam less than two years at the time of the survey. Over 90% of alumni in cohorts 4 and 5 were earning a higher salary.

The older cohort was not always the most likely to report the benefit or change. In some instances a smaller percentage of alumni in Cohort 5 reported the change than alumni in Cohort 4. Generally, alumni in cohorts 4 and 5 were equally likely to achieve the benefit or status.

4 Application of Knowledge and Skills by Alumni

4.1 Achievements of Alumni on Return to Vietnam

Milestone Achievements

Many alumni made achievements in their work and professional field within a few years of returning to Vietnam. Almost 54% of 667 alumni living in Vietnam received a promotion at work within 3 years of returning. More than 35% changed to a better job. About 30% of alumni published articles in journals.

Table 4.1 Achievements of Alumni within 3 years of Return to Vietnam

Achievement	Percentage of Alumni
1. Received a promotion at work	53.5
2. Changed to a better job	35.9
3. Published an article in a journal	30.3
4. Participated in a link between Vietnamese and Australian orgs	27.3
5. Promoted gender equality in their organisation	26.6
6. Volunteered at a local organisation	21.6
7. Presented a paper at an international conference	17.7
8. Received a grant	12.0
9. Received an award or prize related to their studies	10.2
10. Returned to Australia	8.4
11. Promoted disability inclusion in their organisation	8.1

Alumni in cohorts 1 and 2 were more likely to report achievements than alumni in cohorts 4 and 5. In particular, alumni in recent cohorts participated in linkages between Vietnamese and Australian organisations, promoted gender equality, and volunteered in local organisations in higher percentages than alumni in older cohorts. Alumni in Cohort 1 were almost twice as likely to promote gender equality as alumni in any other cohort. They were also most likely to promote disability inclusion. Alumni in older cohorts were more likely to receive a promotion, or present a paper at an international conference.

Table 4.2 Achievements of Alumni within 3 years of Return (by Cohort)

Achievement	Percentage of Alumni in Cohort				
	1	2	3	4	5
Received a promotion at work	44.1	40.7	48.3	53.8	46.9
Changed to a better job	29.7	31.3	32.2	36.3	22.2
Published an article in a journal	30.4	18.7	18.6	25.3	34.6
Participated in link between Vietnamese & Australian organisations	30.4	20.3	18.6	16.5	16.0

Achievement	Percentage of Alumni in Cohort				
	1	2	3	4	5
Promoted gender equality in their organisation	30.7	17.6	16.9	17.6	16.0
Volunteered at a local organisation	24.3	18.7	9.3	16.5	9.9
Presented paper at international conference	16.3	11.0	14.4	16.5	18.5
Received a grant	12.5	8.8	7.6	12.1	6.1
Received award or prize related to studies	10.2	6.6	6.8	11.0	7.4
Returned to Australia	6.4	8.8	4.2	13.2	3.7
Promoted disability inclusion in the organisation	9.9	4.9	5.9	6.6	1.2

4.2 Use of Skills and Knowledge in Work Duties

Frequency of Use of Skills and Knowledge Acquired

In the tracer survey, alumni identified 10 skills that they had acquired during their studies in Australia (see table). Seven of these skills were used regularly by at least 50% of alumni in the past 3 years. Three skills – working independently, analytical and critical thinking, and time management – were used regularly by almost 75% of alumni.

Table 4.3 Frequency of Use of Acquired Skills and Knowledge in the Workplace

Skills	Percentage of Alumni			
	Regularly	Occasionally	Infrequently	Never
1. Working independently	78.6	19.0	2.4	0
2. Analytical/critical thinking skills	73.9	21.3	4.8	0
3. Time management skills	73.1	22.9	3.7	0.3
4. Communication skills	67.7	26.9	5.0	0.5
5. English language skills	63.0	27.2	9.3	0.5
6. Planning skills	59.2	32.3	7.4	1.1
7. Technical/subject matter skills	51.8	34.1	13.1	1.0
8. Management skills	48.0	32.3	15.5	4.2
9. Cross-cultural skills	45.6	33.3	18.6	2.6
10. Leadership skills	41.4	35.8	17.4	5.3

Knowledge Outputs

In the past 3 years, almost 96% of returning alumni produced at least one of the listed outputs related to their skills and knowledge. In the survey, 637 of 666 returning alumni (95.6%) indicated they had produced an output, while only 29 alumni had not.

Common outputs were presentations and reports related to skills and knowledge acquired. Over half of alumni produced at least one presentation, report or teaching course and materials in the past 3 years. Men were more likely than women to produce all of the listed outputs except teaching materials and blogs.

Table 4.4 Percentage of Alumni delivering Knowledge Products (by Gender)

Outputs	Percentage of Alumni who delivered Knowledge Outputs		
	% of all Returning Alumni	% of all Men	% of all Women
1. Presentation	72.8	64.9	59.6
2. Report	67.1	59.7	55.0
3. Teaching course & course materials	54.2	45.8	46.1
4. Briefing	30.3	26.8	25.0
5. Memo	20.3	17.5	17.0
6. Position Paper	19.4	18.5	15.0
7. Web page	12.3	12.9	8.7
8. Blog	6.0	4.6	5.4

More alumni in Cohort 1 than any other reported producing the listed outputs. Higher percentages of Cohort 1 alumni produced 5 of 8 outputs including the top 3 on the list – presentations, reports and teaching materials. About 68% of alumni in Cohort 1 produced a presentation in the last 3 years, while 63% prepared a report.

Alumni in all cohorts except Cohort 1 produced three outputs in roughly equal percentages – presentations, blogs and web pages. Reports could also be considered in this list. The percentage of alumni who prepared reports decreased with time from about 63% of Cohort 1 alumni to about 46% of Cohort 5.

Table 4.5 Percentage of Alumni preparing Reports (by Cohort)

Output	% Cohort 1	% Cohort 2	% Cohort 3	% Cohort 4	% Cohort 5
Report	63.3	54.4	56.8	50.5	45.7

Alumni Vignette 4.1 – Knowledge Products for Development

Nguyen This Hong Chi – Producing TV programs to improve farmers' quality of life

Nguyen Thi Hong Chi comes from a small village in Ben Tre province in southern Vietnam. Before going to Australia, she worked for several years at Vietnam Television in Can Tho City, the centre of the Mekong Delta region. Her duties included investigating, gathering and reporting on news and current affairs, mostly on lives of people in rural areas in this region. She also wrote scripts and comments for feature stories that were periodically aired on both regional and national broadcasting channels.



In 2012, Chi won an Australia Awards Scholarship and was accepted into Flinders University, majoring in Screen and Media Production. With support and encouragement from her teachers and university staff, she studied hard, got involved, made friends and gained abundant knowledge and experience. She did her internships with ABC in Melbourne in July, 2013 and in Adelaide in September, 2013. While on-award, she made a short film on the Murray river.

When Chi returned to Vietnam, she started working as a producer, director and editor for a show called “*A kitchen of love*”. The show, which is broadcast on five TV stations in Vietnam and on the website www.tv.tuoiitre.vn, provides free food and meals to poor patients at the canteens of various hospitals in the Mekong Delta area. It introduces the viewing public to poor patients, while encouraging them to contribute financially to the patient's treatment. The show also helps to find sponsors for the charity activities of the hospital. Chi considers this to be her most significant achievement since returning from her studies in early 2014.

Ms. Chi's goal is to produce TV shows about rural life in Vietnam so that farmers who watch her programs can improve their knowledge in production and increase their incomes. She hopes that their children will have better education and better lives. She recently started producing a reality show called “*Visit fruit orchards in the Mekong Delta*.” In this TV project, they work closely with owners of farms, agricultural experts and traders, to help farmers improve their agricultural practices. This helps them to become more competitive and increase the value of ‘brand name’ fruit in southern Vietnam.

In addition, Chi was recently assigned a project to help poor students who have a passion to do research but have no funds.

Chi's scholarship experience has increased her abilities and opened many doors. She has applied her new skills, knowledge and ethics to make TV programs, documentaries and projects more creative and professional. She has contributed to Vietnam's development more effectively.

Development Priorities Addressed in Alumni's Work

About 89% of alumni considered the knowledge and skills they gained in Australia to have some relevance to Vietnam's development priorities. Almost 50% of alumni surveyed considered their knowledge and skills to be highly relevant to development priorities. Of 612 surveyed, 305 alumni (49.8%) considered their knowledge and skills to be highly relevant; 238 alumni (38.9%) said they had some relevance; 61 alumni (10.0%) said they had little relevance; while 8 alumni (1.3%) said their knowledge and skills were not at all relevant to Vietnam's development priorities.

Almost 97% of alumni surveyed said that they address a development priority in their current work. The priorities addressed by the largest number of alumni were in the areas of economics, education, and governance and financial management. More than 30% of alumni reported addressing each of these priority areas.

Table 4.6 Percentage of Alumni addressing Development Priority Areas in their Work

Development Priority Area	% of Alumni
1. Economics	32.0
2. Education	31.7
3. Governance and financial management	30.2
4. Human resource development	20.9
5. Environment studies	20.6
6. Agriculture	19.8
7. Community and inclusive development	17.7
8. Public health	14.6
9. Construction	6.6
10. Human rights and transnational crime	5.1
11. None of these priorities	3.3

Alumni Vignette 4.2 – Addressing Development Priorities

Dao Thi Hang – Keeping fish sauce the way it's meant to be



After earning her Master's degree in "Green growth and sustainable development" from the University of Adelaide, Dao Thi Hang was offered a prestigious PhD scholarship. Surprisingly, she declined the offer, opting instead to return to Viet Nam to produce fish sauce with locals in coastal Quang Tri Province.

Hang believed that fish sauce was her best opportunity to serve the people and support

Vietnam's development. She was inspired by the example of a friend who had married a foreigner and was working abroad for IBM, but returned to Vietnam to help the rural disadvantaged in the country. So rather than pursuing her doctoral studies, Hang studied how to make fish sauce from fisher folk and villagers from Ha Tinh to Binh Thuan. She soon discovered 20 regional specialties, some of which were once regularly sampled by the country's kings.

These days few people make special fish sauces such as *mam thu*, *mam doi* and *mam nhum*. The sauces have fallen into obscurity, which is sad because they are delicious. Hang's dream is to re-popularise the special fish sauces across the country while bringing benefits to people in the central regions.

Hang has thought of exporting her fish sauce overseas. She knows it is not available in lots of countries. In the beginning, she sold her product via Facebook, mostly through close friends. Then she had seven kinds of her fish sauce certified as meeting the Vietnamese Government's food safety regulations. Now she has distributors in more than 20 cities and provinces all over Vietnam. She has sent her products to Australia, New Zealand, Canada and the United States. Hang understands how important fish sauce is to Vietnamese people, and believes that preserving the traditional fish sauce technique helps maintain a unique part of Vietnamese culture.

Hang has branded her fish sauce, *Thuyen Nan*. This is a small bamboo boat and an image associated with Vietnamese fishermen. To Hang, the small and unsteady bamboo craft represents the past. It also reflects the thirst for knowledge of the Vietnamese people. The slogan of *Thuyen Nan* is "keeping fish sauce the way it's meant to be".

Hang draws inspiration from a single mother in rural Hai Lang district who has made the most delicious fish sauce in the area for 37 years. When her son got sick, she started selling fish sauce to support her family. Hang wants to help this woman and others to scale up to achieve that success. The local people already know how to fish; they just need better equipment and organisation. This is something Hang can provide.

4.3 Transfer of Skills and Knowledge

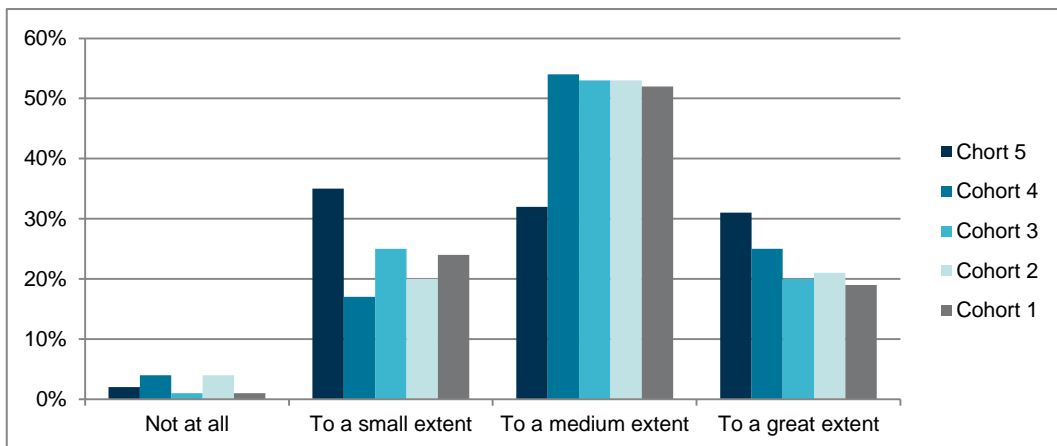
Transferring Skills and Knowledge in the Work Place

About 72% of alumni surveyed have transferred their skills and knowledge in the work place to either a great extent or medium extent in the last 3 years. The top skills transferred to colleagues were analytical and critical thinking skills.

More alumni transferred their skills and knowledge to colleagues through 'informal' than 'formal' means. This included transferring skills through supervisory activities, coaching, mentoring, or on-the-job training. About 21% of alumni said they transferred skills through informal means to a great extent, while 51% said to a medium extent. Almost 28% of alumni said they transferred skills to a small extent or not at all.

About 23% of Cohort 5 alumni said they had passed on their knowledge and skills to a great extent. They were also more likely than others to pass on their skills through informal means. About 17% of Cohort 4 alumni and 14% average of the other alumni cohorts had passed on their skills to a great extent.

Exhibit 4.1 Percentage of Alumni who Transfer Skills through Informal Means (by Cohort)



A majority of alumni indicated that in the last 3 years they had transferred their skills and knowledge to colleagues through formal training or teaching. Almost 55% of alumni said they transferred skills through training or teaching to a great or medium extent. At the same time, about 45% of alumni said they had transferred skills and knowledge to colleagues through formal means only to a small extent or not at all.

Alumni working in education institutions were more likely to use formal means of transferring skills and knowledge than other alumni. Employees of teaching institutes transferred their knowledge and skills to a medium or great extent far more frequently than average.

Alumni Vignette 4.3– Transferring Skills and Knowledge

Ho Thanh Binh – Knowledge and technology for export



In April 2014, Dr. Ho Thanh Binh, a lecturer at An Giang University, was granted a Dean's Award for Research Higher Degree Excellence by the University of Queensland. Together with his supervisor, Ho Thanh Binh developed a new technique for ripening fruit during transit. Dr. Binh earned his PhD degree with support from an Australia Awards Scholarship.

Following the airing of an ABC Television story on the new technique, some companies in Europe and South Africa contacted the research team to indicate their interest in co-operation. The team was granted a patent for the invention by the WIPO (World Intellectual Property Organization). They are now looking into the possibility of commercializing the fruit ripening technique.

Dr. Binh returned to Vietnam in 2013 after completing his PhD studies. He was soon promoted to the position of Vice Dean of Agriculture Department, An Giang University, in charge of training for the department. The

department includes 99 lecturers and 3,000 students. The training program covers six areas, including rural development and management of natural resources, biological technology, plant science, husbandry, aquaculture and food technology. Binh lectures in food technology and conducts research into post-harvest technology, food product development and food specialty in the Mekong Delta such as rice, fruit and sugar palm.

The scholarships program increased his knowledge and experience, and allowed him to establish scientific and social networks. These are a foundation for strengthening the Vietnamese – Australian bilateral relationship. In Binh's view, the Australia Awards alumni's network has contributed to the growth of human resources of Vietnam and to Australian-Vietnamese ties.

International Conferences

Many alumni were active internationally in their professional fields. About 17% of alumni have presented a paper at an international conference in the last 3 years. About 10% of alumni have received an award or prize related to their studies.

Alumni in group discussions explained the 'international conferences' could also take place in Vietnam, not just foreign countries. Any conference or event involving international experts and participants could be construed as an 'international conference.'

Publications

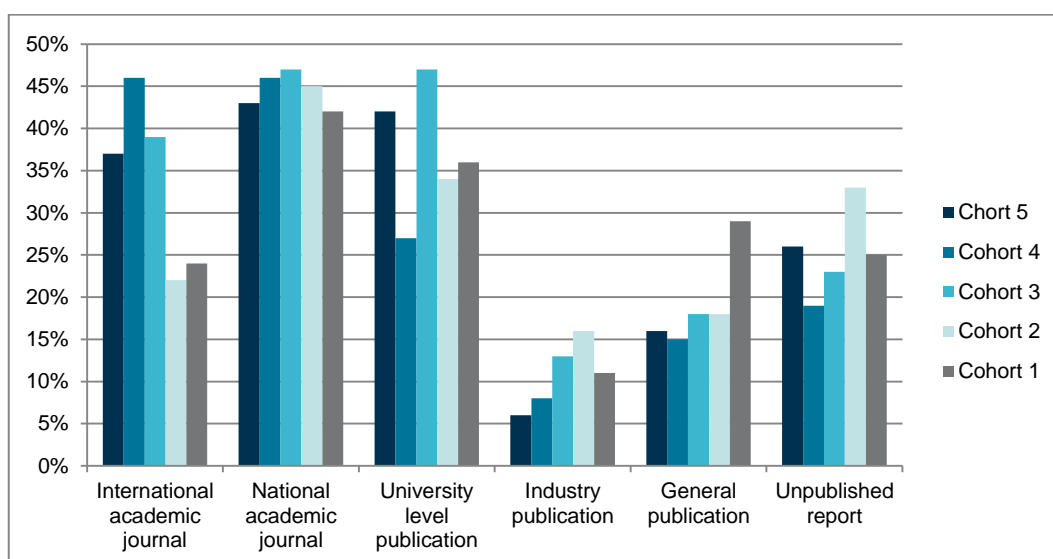
In the last 3 years, almost 40% of alumni (248 of 624) published a work that was related to their studies. About 17% of alumni published in peer-reviewed national academic journals, and about 15% in university level publications. Almost 12% of responding alumni published an article in a peer-reviewed international academic journal in the last 3 years.

Table 4.7 Percentage of Alumni who have Published in last 3 years (by Type of Publication)

Type of Publication	Alumni Who Published		
	No. of Alumni	% of All Alumni (624)	% of Published Alumni (248)
National academic journal (peer-reviewed)	109	17.5	44.0
University level publication	91	14.6	36.7
International academic journal (peer-reviewed)	74	11.9	29.8
Unpublished report	64	10.3	25.8
General publication (newspaper, magazine)	57	9.1	23.0
Industry publication	29	4.6	11.7

Recent cohorts were more likely to have published a work than older cohorts. Cohort 1 alumni were about 33% more likely than Cohort 5 alumni to publish. Alumni in cohorts 1-2 were more likely than alumni in cohorts 3-5 to publish in general publications or write unpublished reports. The survey results suggest that the longer alumni were back in Vietnam, the less likely they were to publish. However, alumni in cohorts 3-5 were much more likely than those in cohorts 1 and 2 to publish their work in international academic journals.

Exhibit 4.2 Percentage of Alumni who published in last three years (by Cohort)



Of the 248 alumni who have published works in the last 3 years, about 55% have published as the sole author. Almost 59% have co-authored publications with other Vietnamese authors. Less than 18% have co-authored publications with Australian authors. As many alumni have co-authored publications with other international authors.

Alumni Grants

About 12% of alumni have received a grant in the last 3 years. This would include 47 alumni from the survey who had received a small grant from AAV program as well as alumni receiving grants from the Government of Vietnam and international agencies.

Alumni Patents

Ninety-two alumni from the sample have said they filed for patents in the last 3 years. Alumni in Cohort 1 were most likely to have filed for a patent. Fifty-one people from the cohort have filed for a patent.⁵

Alumni Filing Patents in Last 3 Years

Cohort 1 – 18.9%

Cohort 2 – 11.1%

Cohort 3 – 12.5%

Cohort 4 – 14.3%

Cohort 5 – 8.2%

Some alumni have provided more information about their patents. Two examples include:

Patent Title: Bioactive chemistry product

Authority: National Office of Intellectual Property of Vietnam

Date Patent Issued: 25 March 2013

Patent Owner: Nguyen Manh Cuong

Patent Title: Remediation Technology for Persistent Organic Polluted contaminated soils

Authority: National Office of Intellectual Property of Vietnam

Date of Proposal: 6 June 2013

Proposer: Le Xuan Que

4.4 Contributions to Improvements in Organisations

Human Resources Development

In the last three years, alumni made significant contributions to HRD in their organisations. Half of alumni have increased the level of seven key skills in colleagues – including highly-valued critical thinking skills, language skills, and technical or subject matter knowledge and skills. They have largely done this through supervision, coaching, mentoring and guidance. Almost 67% of alumni reported having increased their colleagues' analytical and critical thinking skills.

⁵ This figure is likely inaccurate. When the program contacted the 92 alumni to ask for detail about their patents, some respondents said they had misunderstood the term 'patent' when they answered this question.

Skills are passed on more frequently by informal means than formal means. The skills that show the biggest difference between the two, and therefore the skills most likely to be transferred by informal means, are communication skills and English language skills.

The value of the skills transferred multiplied by the frequency of the skills transfer represents a significant contribution made by AAV alumni to HRD in their organisations.

Table 4.8 Percentage of Alumni Using Formal or Informal Means to Transfer Skills

Type of Skills	Percentage of Alumni Transferring Skills to Colleagues	
	By Formal Means	By Informal Means
1. Analytical and critical thinking skills	58.0	66.5
2. Technical or subject matter skills	55.8	58.9
3. Communication skills	54.2	65.8
4. English language skills	53.7	64.1
5. Working independently	52.7	62.5
6. Time management skills	43.3	52.7
7. Planning skills	42.3	52.2
8. Cross-cultural skills	40.4	48.6
9. Management skills	39.7	47.6
10. Leadership skills	28.4	37.4

Improvements in Organisational Systems

Almost 94% of alumni made improvements in at least one area of their organisation in the last three years. The main areas that alumni helped to improve were procedures, programs and management systems.

Men were more likely than women to make improvements in their organisations. Significantly more men than women made improvements to management systems and policies in organisations. Men were also more likely to improve linkages with other organisations. Women were most likely to improve their organisation's programs, while men were most likely to improve its management systems.

Table 4.9 Percentage of Alumni Improving Organisations in last 3 years (by Gender)

Area of Organisation	Alumni		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
1. Procedures	301	45.2	133	40.9	168	36.5
2. Processes	267	40.1	110	33.8	157	34.1
3. Management systems	280	42.0	146	44.9	134	29.1
4. Programs	291	43.7	117	36.0	174	37.8
5. Services	251	37.7	107	32.9	144	31.3

Area of Organisation	Alumni		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
6. Links with other orgs	235	35.3	117	36.0	118	25.7
7. Policies	253	38.0	135	41.5	118	25.7
8. None of the above	41	6.3	19	5.8	22	4.8

Older cohorts were more likely to make improvements to organisations than recent cohorts. The highest percentage of alumni reporting improvements were in Cohort 4 in 4 of 7 areas, and Cohort 5 in 2 of 7 areas. There was a direct correlation between how long alumni were back and whether they have made improvements in management systems.

Alumni in Cohort 1 made a lot of improvements to programs.

Table 4.10 Percentage of Alumni Improving Organisations in last 3 years (by Cohort)

Area of Organisation	Cohort 1		Cohort 2		Cohort 3		Cohort 4		Cohort 5	
	No.	%	No.	%	No.	%	No.	%	No.	%
1. Procedures	104	33.2	76	41.8	45	38.1	43	47.3	33	40.7
2. Processes	99	31.6	66	36.3	40	33.9	35	38.5	27	33.3
3. Management Systems	86	27.5	69	37.9	47	39.8	41	45.1	37	45.7
4. Programs	139	44.4	54	29.7	38	32.2	33	36.3	27	33.3
5. Services	100	31.9	54	29.7	38	32.2	36	39.6	23	28.4
6. Links with other Orgs	95	30.4	47	25.8	34	28.8	29	31.9	30	37.0
7. Policies	96	30.7	62	34.1	29	24.6	36	39.6	30	37.0
8. None of the above areas	16	5.1	10	5.5	6	5.1	3	3.3	6	7.4

Alumni in different types of organisations were able to improve different areas of their organisation. Profile 1 alumni were more likely to make contributions to improve their organisation's procedures and processes than alumni in other profiles. Profile 2 alumni were much more likely to make contributions to improve policies than alumni in other profiles. Profile 3 alumni were more likely to make contributions to improve their organisation's programs and services than alumni in other profiles. Profile 2 alumni were least likely to improve their organisation's programs and services.

The areas being improved by the most equal numbers of alumni in the different profiles were linkages with other organisations and management systems. The areas with the biggest difference in numbers of alumni contributing to the improvement were policies and programs.

Table 4.11 Percentage of Alumni Improving Organisations in last 3 years (by Profile)

Area of Organisation	Percentage of Alumni who have improved areas of their organisation			
	Profile 1 Alumni (321)	Profile 2 Alumni (89)	Profile 3 Alumni (288)	Diff. between High & Low (%)
1. Procedures	48.3	41.6	36.1	12.2
2. Processes	44.5	37.1	30.6	13.9
3. Management systems	41.7	42.7	36.5	6.2
4. Programs	35.5	31.5	50.7	19.2
5. Services	34.0	28.1	39.9	11.8
6. Linkages with other organisations	30.2	34.8	35.4	5.2
7. Policies	33.3	59.6	31.9	27.7

Alumni Vignette 4.4 – Making Improvements in Systems

Ms. Phan Thi Quynh Van, Public Procurement Policymaker, Ministry of Planning and Investment



Phan Thi Quynh Van is a public procurement policymaker who works in the Public Procurement Agency of Vietnam's Ministry of Planning and Investment (MPI). Since returning from Australia in 2008 with a Master's degree from the University of Queensland, Van has dedicated herself to improving public procurement in her country.

Ms. Van has helped to develop several legal and policy documents in the area of public procurement. These include laws, decrees and circulars (see sidebar). She has reviewed and commented on legal documents and other documents, such as the Development Strategy of Pharmacy; and the Circular stipulating Standard Bidding Document for Drug and Pharmaceutical Procurement.

Alumni Vignette 4.4 – Making Improvements in Systems

Since returning to Vietnam in 2008, Phan Thi Quynh Van has helped to develop the following:

- Law on Public Procurement
- Decree guiding Law on Public Procurement - Selecting investors
- Decree guiding Law on Public Procurement - Selecting bidders and consultants
- Circular on Direct Contracting with a Consultant
- Circular on Selecting investors using land
- Circular on Standard Bidding Document for Goods
- Circular on Procurement Plan Preparation
- Circular on Training in Public Procurement.

As part of her job, Van has carried out research on various public procurement issues. They include issues in negotiating Trans-Pacific Partnerships; in procurement procedures, risk, and contract management in Public Private Partnership, centralized procurement, and the procurement of drugs and pharmaceuticals.

When asked how the scholarship prepared her for her job, Van said, “Studying at a top university in Australia has shaped my perspective of the work, especially regarding international relationships. I am still in contact with friends and teachers who are all over the world staying up to date with their lives and work. The program taught me how to do bottom-up problem solving instead of using the top-down bureaucratic approach. It exposed me to a professional academic life that requires continuous efforts for career growth.”

Ms. Van has made some significant achievements in this job. She was part of the team that developed the Harmonized Standard Bidding Document that aligns the Vietnamese Government’s regulations with those of international donors. She transferred Vietnam’s experience in developing the Public Procurement Law to counterparts in Myanmar who were developing the Government Procurement Law in that country. She is currently implementing a National training program on public procurement.

She has also made several notable improvements in her organisation through the study and application of international practices in procurement. She has worked with international donors and raised funds from national and international sources for research to improve regulations affecting procurement. She has shared lessons on policy development – that policies should be carefully researched and reviewed by all stakeholder groups – with colleagues in the MPI and with local authorities in public procurement.

Ms. Van’s dedication to excellence in her field is reflected in her plans for the future. She envisages a legal system in Vietnam that enables the selection of the most economically advantageous tender within a limited state budget. Through the application of her studies, she wants to build transparency in the procurement system in order to reduce corruption and prevent fraud. She wants to climb the hierarchy in order to influence more aspects of the system. She also wants to strengthen people-to-people links with Australia so that Vietnam can learn from Australia’s senior experts, teachers and labour force. Vietnam has a great thirst for knowledge in the field of public procurement as exemplified by Phan Thi Quynh Van’s dedication to continuous learning and improvement.

4.5 Links with Australia

Maintaining Contact with Australians

Alumni have maintained closest contact with other alumni from among the people they met during their studies in Australia. About 47% of alumni said they were in contact with other alumni at least monthly. About 16% said they were in contact with other alumni weekly or daily.

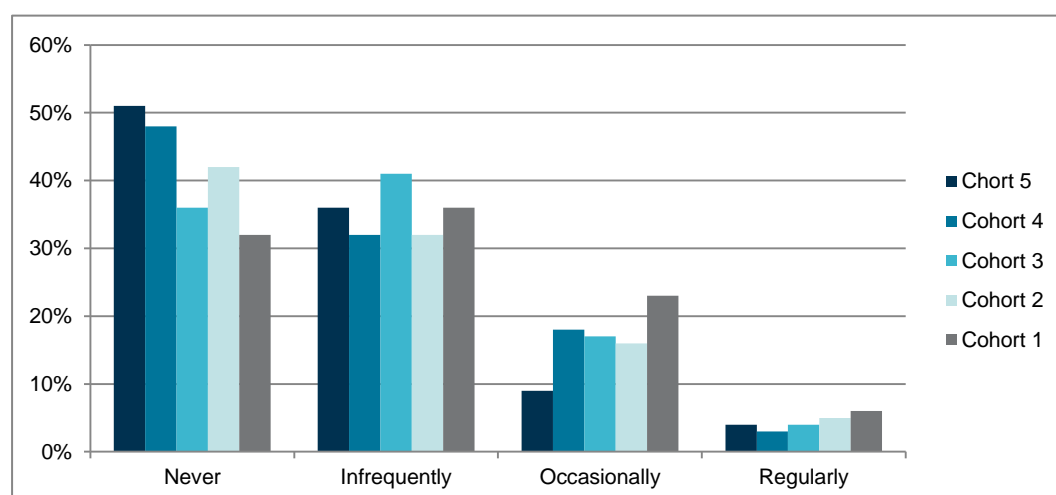
More alumni were in contact once or twice in a year (infrequently) with former lecturers and staff, former university alumni association, and other Australia scholarship students. Many alumni said that they were never in contact with Australian students, Australian communities, the homestay families, and former employers.

Table 4.12 Type and Frequency of Contact Made by Alumni (Aggregate)

Context	Regularly	Occasionally	Infrequently	Never
1. Other Vietnamese students	15.9	47.5	34.6	2.0
2. Other Australia scholarship students	14.1	37.7	41.5	6.7
3. Former university alumni association	3.9	20.2	56.2	19.7
4. Former lecturers and staff	3.9	16.8	48.2	31.1
5. Australian students	3.3	10.5	39.5	46.8
6. Local communities in Australia	2.2	7.7	26.8	63.3
7. Australian homestay families	1.9	6.6	20.9	70.2
8. Former employer in Australia	0.7	6.2	19.8	73.3

Recent cohorts were more likely than older cohorts to maintain contact with other alumni and Australians. About 23% of Cohort 1 alumni were in regular contact with other alumni.

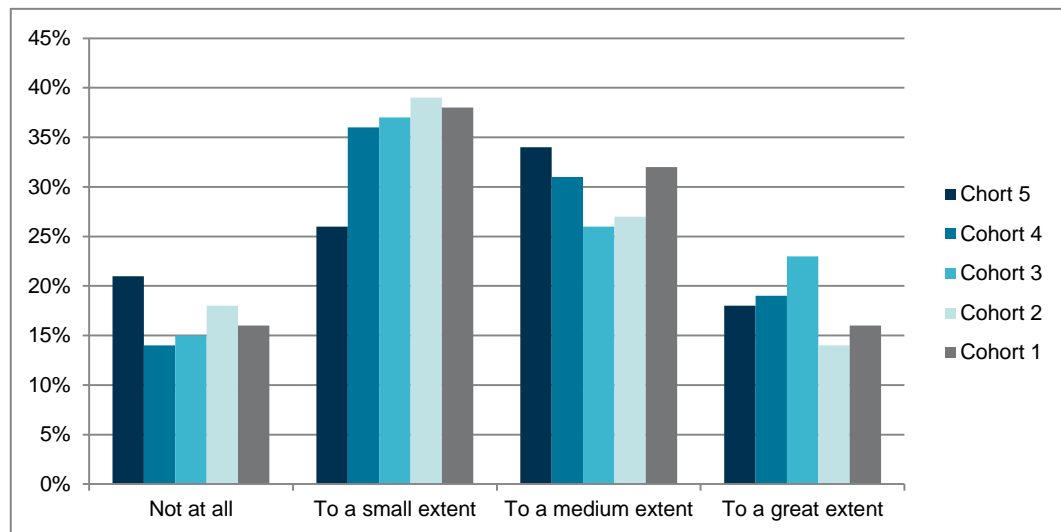
Exhibit 4.3 Frequency of Contact by Alumni (by Cohort)



Professional Links with an Australian Organisation

About 55% of alumni reported that their organisation currently maintained a professional or business link with an Australian organisation. About 85% of alumni in organisations with links with Australians (or 46% of all alumni) were involved in a link in the last 3 years. However, most alumni in 4 of 5 cohorts were involved only to a small extent. About 20% of alumni in the older cohorts, and 15% of alumni in the recent cohorts, were involved to a great extent.

Exhibit 4.4 Alumni Involvement in their Organisation's Links to Australians (by Cohort)



Alumni Vignette 4.5 – Seeing the Value of Vietnamese-Australian Linkages

Dr. Pham Trong Van, Vice Dean, Dept. of Ophthalmology, Hanoi Medical University



Pham Trong Van is a dedicated professional whose scholarship experience was life-changing. As he explained, “My thinking changed after studying in Australia. I began to think of other people, not just myself. I wanted to contribute to life through my work as an ophthalmologist.”

Dr. Van is now the Vice Dean of the Department of Ophthalmology, Hanoi Medical University and Head of Oculoplastics Department, The National Institute of Ophthalmology. He was a lecturer in the department and an ophthalmologist at the National Institute of Ophthalmology when he applied for his award in 2000. He graduated from the University of Sydney with 2005 with a Doctor of Philosophy in Medicine.

His course prepared him well for his current position. He has used what he learned in doing research, examination and treatment as well as managing his work. With his English improved after 4 years abroad, he now has improved access to the huge amount of professional knowledge in his field. Van said, since returning from Australia, “I have introduced and applied more than 15 techniques in ophthalmic surgery in Vietnam.”

In the last 3 years, Dr. Van has been promoted and given more responsibility at work. He has presented papers at international conferences, received research grants, and published articles in journals. He has improved his department’s planning systems and introduced new work procedures. Through his supervision of staff members, he has improved the knowledge and skills of colleagues. “I have helped some of my colleagues to achieve international awards for scientific ophthalmology, and to write and publish articles in professional journals,” he explained.

Dr. Van has also strengthened human resources development in the university. “I have reformed the university examinations, evaluated students more fairly and objectively, and developed ophthalmology online-teaching,” he said.

Van has also built professional links between his university and universities and institutes in Australia. He is the main coordinator of his employer’s relationships with the Hoc Mai Program at the Sydney Medical School at the University of Sydney, and with the Brien Holden Vision Institute at the University of New South Wales. “I have linked the ophthalmic industry in Vietnam with some of the largest Australian organizations such as Hoc Mai, Sight for all, and the BHVI,” he said.

Dr. Van has involved many students and colleagues in these links, which has increased their professional knowledge and English skills. Their involvement has enhanced the development of eye specialists and the treatment of eye disease in Vietnam.

4.6 Promotion of Gender Equality and Disability Inclusion

Qualifications

More men than women among survey respondents completed doctorate studies, while more women than men completed their Master's degrees. Seven percent of men but only 3% of women earned their PhDs. About 88% of women, but only 81% of men completed their Master's qualifications. Similar percentages of men and women completed under-graduate degrees.

Achievements

Male and female alumni were just as likely to change to a better job, participate in a link between Vietnamese and Australian organisations, present a paper at an international conference, return to Australia, receive a grant or receive an award or prize.

Women were more likely than men to promote gender equality in their organisation and to volunteer at a local organisation. Men were more likely to receive a promotion at work and to publish an article in a journal. Men were also more likely to promote disability inclusion in their organisation.

Table 4.13 Percentage of Alumni Making Achievements (by Gender)

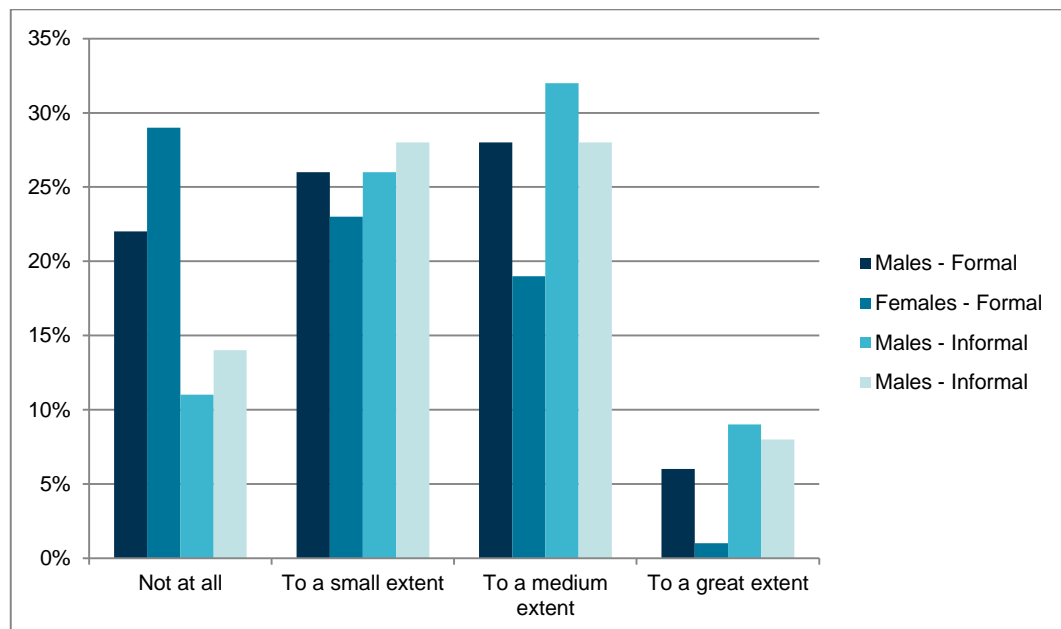
	% of Males	% of Females	Diff.
1. Receive a promotion at work	51.7	40.9	+10.8
2. Change to a better job	30.8	30.2	+0.6
3. Publish an article in a journal	28.0	24.1	+3.9
4. Participate in link between Vietnamese and Australian organisations	23.4	23.0	+0.4
5. Promote gender equality in their organisation	19.7	24.6	-4.9
6. Volunteer at a local organisation	17.5	18.9	-1.4
7. Present a paper at an international conference	15.7	14.6	+1.1
8. Receive a grant	10.4	10.0	+0.4
9. Promote disability inclusion in their organisation	8.9	5.4	+4.5
10. Receive award or prize related to studies	8.6	8.7	-0.1
11. Return to Australia	6.8	7.4	-0.6

Promotion of Gender Equality

Women were more likely than men to promote gender equality in the work place. Alumni typically promoted gender equality through informal means such as supervising, mentoring or on-the-spot guidance. Generally, gender equality is promoted to a greater extent than disability inclusion.

Only 10% of alumni promoted gender equality to a great extent through informal means in the last 3 years. Only 5% promoted gender equality to a great extent in training and teaching activities. Men were more likely than women to promote gender equality in training and teaching activities. About 26% of men promoted gender equality to a medium extent in training and teaching activities in the last 3 years.

Exhibit 4.5 Percentage of Alumni Promoting Gender Equality (by Gender)



Alumni Vignette 4.6 – Providing health services to people with disabilities

Mai Quoc Tung – Restoring the gift of sight

Dr. Mai Quoc Tung was born in 1973 in Thai Nguyen province. In 2001, he was awarded an Australia Awards Scholarship to undertake a PhD in Orthoptics at the University of Sydney. His PhD research was on refractive errors in children's vision. After graduating in 2005, he returned to lecture at Thai Nguyen University of Medicine and Pharmacy. In March 2010, Dr. Tung moved to work at the National Hospital of Geriatrics in Hanoi.

Dr. Tung is one of the founders of the Ophthalmology Clinic at the National Hospital of Geriatrics. Prior to this, there was no such clinic at the hospital. In order for patients to get the best possible services at his clinic, Dr. Tung built and developed the clinic to follow international standards for patient care, and professional standards for doctors and staff to follow.



In addition to managing the clinic and treating patients, Dr. Tung works as a part time lecturer at Thai Nguyen University of Medicine and Pharmacy. He is active in research projects, including pre-intervention assessment of primary health care, refractive errors and risk factors among children, and a study of cataract surgery outcomes and patient's satisfaction. From 2009 to 2011, he was the principal investigator and team leader for the Vietnam Population Council's surveys of reproductive health of women workers in Hanoi, and the quality of health care for victims of gender-based violence at health facilities. Dr. Tung has contributed to project evaluations at ORBIS, a nonprofit organization that works in developing countries to save sight.

Striving to bridge Australia's medical advanced technology to Vietnam, Dr. Tung is the co-founder and lecturer of a Master's program in Ophthalmology at Hanoi Medical University in cooperation with the University of Sydney. Together with other medical doctor alumni, Dr. Tung is developing software to manage amblyopia in children, a project funded by the Australia Awards Alumni Network.

Promotion of Disability Inclusion

Relatively few alumni have promoted disability inclusion in their organisation in the last 3 years. More than two-thirds of alumni promoted disability inclusion to a small extent or not at all. Similar to the promotion of gender equality, more alumni used informal means than formal means to promote disability inclusion. Men were more likely than women to promote disability inclusion in their training or teaching activities.

Alumni Vignetter 4.7 – Promoting Disability Inclusion Do Tuan Khang – Success at every level

With an Australia Awards scholarship, Do Tuan Khang completed a Master of Science degree at Victoria University where he studied food science. When he returned to Can Tho University in late 2011, he was promoted to the position of lecturer in bioinformatics and genetics.

In his new position, Khang could get involved in more areas of research. In 2012, he began studying active elements in food plants, using methods he had learned in Australia. He received a small grant from Australia Awards for work that was published at the National Biology Technology Conference in Thai Nguyen in 2013. That year Khang led a ministry research team to determine the ability of 200 strains of rice in the Mekong Delta to resist alum and salt water.

On top of this active research life, Khang volunteers his time with community initiatives. At present he is a member of the Executive Committee of the Can Tho Association of People with Disabilities. He has participated in many programs supporting people with disabilities and other disadvantaged people throughout the country.



Khang at an event in Can Tho. He is standing on far right wearing a red shirt.

Khang explained, “While I was studying at university, I received a scholarship from a charity association for poor patients, people with disabilities, and orphan children of Ben Tre province. Now they consider me an example of someone who overcomes difficulties in life. They often invite me to attend scholarship granting ceremonies to encourage poor students in their study efforts.”

Alumni Vignetter 4.7 – Promoting Disability Inclusion

Do Tuan Khang was born into a family of poor farmers in Be Tre province. He had five sisters. Khang's leg became paralysed after an illness when he was young. He entered the School for Children with Disabilities of Ben Tre Province in 3rd grade and later went to Cho Lach High School. Despite his background and disability, Khang was the best student in his class. He was later admitted to Can Tho University to study as an undergraduate.

Looking back on his time in Australia, Khang's best memories involve community, opportunity, friendship and exchange. When he first arrived, Khang lived with other awardees who grew as close as siblings. They have maintained close contact since. Khang's good study results earned him a part-time position at the university library, where he met new international friends. In the Culture Festival, Khang represented the Vietnamese students at Victoria University, and shared information about Vietnam's cultures, tourism, and food with other students.

Khang recognises the Australia Awards Scholarship as "a true development scholarship" in Vietnam. He says it strengthens human resources in the country, while giving priority to those from disadvantaged backgrounds and areas. Building on his Australian experience, Khang won a Japanese government scholarship in 2014 to study as a PhD candidate at Hiroshima University.

Khang faces new challenges in Japan, but he has met with success at every level. "I'm adapting myself well to life in Japan, thanks to the support of the Vietnamese Students' Association here. I'm learning Japanese to adapt myself better and be able to read books and research documents in Japanese."

5 Factors Affecting the Application of Skills and Knowledge

5.1 Overview

Factors related to the alumni, the program and the organisation could impact the application of skills and knowledge acquired by alumni in Australia. As well, factors in the external context, locally or nationally, could affect the use of skills and knowledge.

Insight into factors might be gleaned in the survey results. The study examined how data in the areas in the exhibit correlated with data on the application of skills and knowledge by alumni. These were not the only factors, or the main factors, so much as possible factors that we have survey data about.

Exhibit 5.1 Factors Affecting the Application of Skills and Knowledge by Alumni

Alumni	<ul style="list-style-type: none"> ▪ Reintegration planning ▪ Involvement in HRD ▪ Involvement in community development
Scholarships Program	<ul style="list-style-type: none"> ▪ Relevance of studies to work ▪ Influence of qualifications on employment changes ▪ Participation in alumni support activities
Employer Organisation	<ul style="list-style-type: none"> ▪ Support from supervisors ▪ Support from colleagues ▪ Links with Australian organisations

5.2 Alumni

Reintegration Planning

About 66% of returning alumni said they had prepared a formal reintegration plan for their return to Vietnam. About 34% had not prepared such a plan.

The preparation of the career reintegration plan had minimal impact on the application of skills and knowledge by alumni. As noted above, the 'career reintegration plan' in the survey is not necessarily the same to all alumni or to the 'reintegration action plan' currently supported by the program.

Table 5.1 Alumni Make Use of Acquired Skills and Knowledge in Work Duties (Reintegration Planning)

Skill	Percentage of Alumni to use their skills and knowledge at least occasionally		
	% who prepared a formal reintegration plan	% who did not prepare a formal reintegration plan	Diff.
Technical skills and knowledge	87.8	82.2	+5.6%
Analytical and critical thinking skills	94.7	96.2	-1.5%
Leadership skills	76.3	79.3	-3.0%
Management skills	79.1	82.7	-3.6%
Communication skills	93.8	96.2	-2.4%
Cross-cultural skills	77.2	82.2	-5.0%
English language skills	89.4	91.8	-2.4%
Planning skills	92.1	90.4	+1.7%
Working independently	97.8	97.1	+0.7%
Time management skills	96.2	95.7	+0.5%

Alumni Involvement in Human Resources Development

Alumni were deeply involved in HRD in their organisations. At least 62% of alumni have transferred the five top skills acquired to their colleagues through informal means. In order, the skills transferred most often included: analytical and critical thinking skills, technical or subject matter skills, communication skills, English language skills, and working independently.

The skills least often transferred were leadership skills. Alumni were more likely to transfer their skills through informal than formal means.

Alumni who transferred their skills to colleagues also used their skills and knowledge in their work duties more frequently than those who didn't. This was true for all 10 skills in the table below.

On average, these alumni were 7.1% more likely to have used the skills and knowledge gained at least occasionally when performing their work duties. They were 10% more likely to use management skills in their work if they had also transferred these skills to colleagues.

Organisations receive two returns if they encourage alumni on staff to transfer their skills to colleagues. They benefit when other staff learn from alumni, and when alumni who transfer skills also use their skills in the workplace at higher rates than those who don't

Table 5.2 Alumni Make Use of Acquired Skills and Knowledge in Work Duties (Transfer Skills to Colleagues)

Skill	Percentage of Alumni to use their skills and knowledge at least occasionally		
	% who transferred skills by informal means	% who did not transfer skills by informal means	Diff.
Technical skills and knowledge	90.4	86.4	+4.0%
Analytical and critical thinking skills	91.1	84.2	+6.9%
Leadership skills	93.8	85.8	+8.0%
Management skills	94.0	84.0	+10.0%
Communication skills	90.7	85.1	+5.6%
Cross-cultural skills	93.2	84.6	+8.6%
English language skills	91.0	84.8	+6.2%
Planning skills	92.7	84.4	+8.3%
Working independently	90.5	85.9	+4.6%
Time management skills	92.9	84.2	+8.7%

Alumni Involvement in Community Development

Alumni who volunteered their time with community organisations were most likely to volunteer with local councils and business organisations. Alumni were much less likely to volunteer with mass organisations, NGOs or religious organisations.

About 45% of alumni who volunteered used their acquired skills and knowledge to a great or medium extent in their community work.

Alumni who volunteered with local organisations used their skills and knowledge in their work duties more frequently than those who didn't volunteer. This was true for all 10 skills. On average, alumni who volunteered were 6.6% more likely to have used the skills and knowledge gained at least occasionally when performing their work duties.

Table 5.3 Alumni Make Use of Acquired Skills and Knowledge in Work Duties (Community Development)

Skill	Percentage of Alumni to use their skills and knowledge at least occasionally		
	% who volunteered to a medium or great extent	% who volunteered to small extent or not at all	Diff.
Technical skills and knowledge	91.7	82.5	+9.2%
Analytical and critical thinking skills	97.8	93.5	+4.3%
Leadership skills	86.2	73.0	+13.2%
Management skills	88.0	76.9	+11.1%
Communication skills	96.7	93.1	+3.6%
Cross-cultural skills	86.0	75.9	+10.1%
English language skills	92.0	88.5	+3.5%
Planning skills	95.0	88.7	+6.3%
Working independently	98.7	96.6	+2.1%
Time management skills	97.8	94.9	+2.9%

Alumni who volunteered also transferred their skills and knowledge to colleagues and promoted gender equality and disability inclusion in their organisations to a greater extent than those who did not volunteer. On average, these alumni were 13.7% more likely than other alumni to transfer their skills and knowledge, and 19.1% more likely to promote gender equality and disability inclusion to at least a medium extent. These are significant differences in likelihood.

Some alumni explained that the study experience in Australia had increased their confidence to the point that they were able to volunteer in community organisations.

5.3 Scholarships Program

Relevance of Studies

Almost 96% of alumni said that the skills and knowledge they acquired in Australia were relevant to their current job. About 65% of alumni said their skills and knowledge were highly relevant to their job, while 30% said they were somewhat relevant. A majority of alumni in every type of employment but one found their knowledge and skills highly relevant to their work. Alumni working in civil society organisations or Vietnamese NGOs were most likely to say that their knowledge and skills were highly relevant to their work.

About 70% of alumni working in the public sector said their skills were highly relevant to their work, while almost 27% said they were somewhat relevant. This is significant because the sample size for public sector organisation employees was much larger than for other types of employment.

Table 5.4 Relevance of Alumni's Skills and Knowledge (by Type of Employment)

Type of Employment	Percentage of Alumni who find their knowledge and skills			
	Highly relevant	Somewhat relevant	A little relevant	Not at all relevant
1. Civil society org or NGO	80.0	13.3	3.7	0.0
2. Public sector organisation	70.2	26.5	3.1	0.3
3. International NGO	68.8	31.3	0.0	0.0
4. Foreign-funded project	60.0	0.0	40.0	0.0
5. Multilateral aid agency	58.3	41.7	0.0	0.0
6. Joint-venture	56.0	36.0	8.0	0.0
7. Private Vietnamese company	54.2	37.5	6.9	1.4
8. Foreign-owned company	50.8	46.0	3.2	0.0
9. Foreign embassy / consulate	33.3	66.7	0.0	0.0

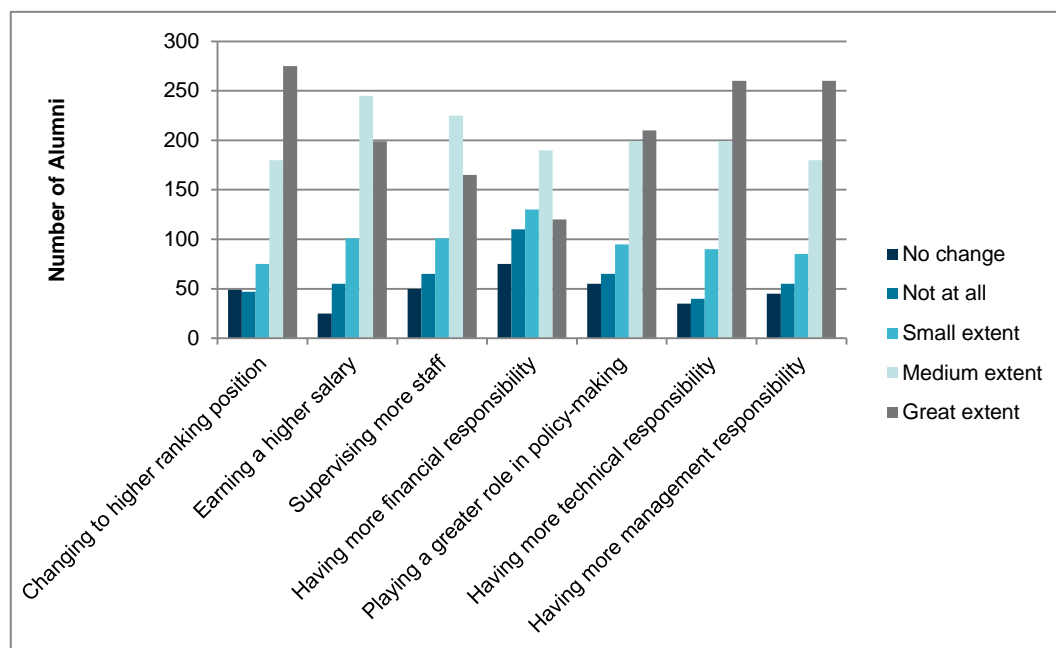
Influence of Studies on Changes in Employment

Alumni's studies have influenced at least seven changes in the employment situation for alumni:

1. Changing to a higher ranking position
2. Earning a high salary
3. Supervising more staff
4. Having more financial responsibility
5. Playing greater role in policy-making
6. Having more technical or operational responsibility
7. Having more management responsibility

The biggest influence of studies was over alumni changing to a higher ranking position or alumni having more technical or operational responsibility at work. Studies had less influence over alumni having more financial responsibility or playing a greater role in policy-making.

Exhibit 5.2 Extent that Alumni's Studies Influenced Changes in their Employment



Participation in AAV Alumni Support Activities

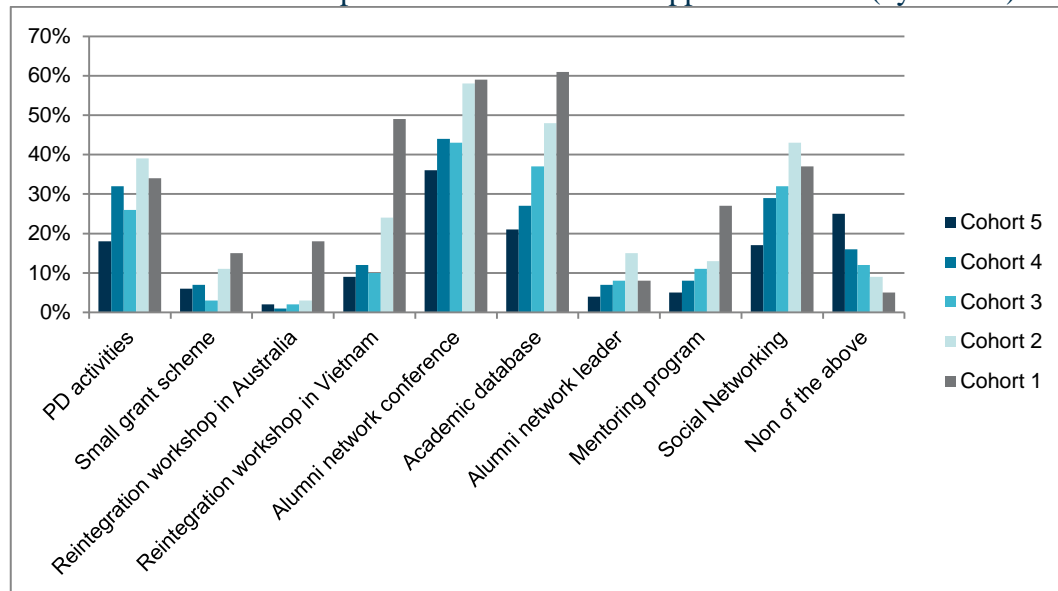
A high level of returning alumni have participated in alumni support activities. Only 5% of Cohort 1 alumni have not participated in any AAV activity in the past 3 years.

Compared to others, alumni who participated in AAV support activities were:

- 3.6% more likely to use the skills and knowledge gained in Australia at least occasionally in their work;
- 12.1% more likely to transfer their skills and knowledge to colleagues to a medium extent or more;
- 5.1% more likely to promote gender equality or disability inclusion to a medium extent or more;
- 8.3% more likely to work for an organisation that has a professional or business link with an Australian organisation; and
- 4.3% more likely to be involved in maintaining the link.

In general, alumni in recent cohorts were more likely to participate in AAV activities. Cohort 1 had the highest participation rate in 6 of 9 alumni support activities. Cohort 2 had the highest rate in the other 3.

Exhibit 5.3 Alumni Participation in AAV Alumni Support Activities (by Cohort)



In general, alumni who attended alumni support activities used their skills and knowledge when performing their work duties more frequently than those who did not attend. This was true for 8 of the 10 skills. On average, they were 2.3% more likely to use their skills and knowledge at work than alumni who didn't attend alumni activities or attended them to a small extent.

Table 5.5 Alumni Make Use of Acquired Skills and Knowledge in Work Duties (Alumni Activities)

Acquired Skill	Percentage of Alumni to use their skills and knowledge at least occasionally		
	% who participated in alumni activities to a medium or great extent	% who participated in alumni activities to small extent or not at all	Diff.
Technical skills and knowledge	86.1	84.3	+1.8%
Analytical & critical thinking skills	95.0	97.1	-2.1%
Leadership skills	77.8	72.9	+4.9%
Management skills	80.9	75.7	+5.2%
Communication skills	95.0	91.4	+3.6%
Cross-cultural skills	79.1	77.1	+2.0%
English language skills	90.6	87.1	+3.5%
Planning skills	92.1	87.1	+5.0%
Working independently	97.7	97.1	+0.6%
Time management skills	95.9	97.1	-1.2%

Promotion of Gender Equality

Alumni in group discussions suggested that they had become more aware of gender equality issues during their time in Australia. They had experienced gender equality as a set of behaviours and way of thinking more than a theory or academic subject. The experience increased their confidence which gave them strength to promote gender equality in the work place. They would not have done this prior to the study abroad.

5.4 Employer Organisation

Support Received from Supervisors and Colleagues

About 77% of alumni said their supervisors provided a great or medium level of support to the application of their skills and knowledge in their work. Still, 23% of alumni said their supervisors provided only a small level of support or none at all. Men were as likely as women to receive support from supervisors, although they were more likely than women to say that their supervisors had supported them to a great extent.

Alumni reported receiving good levels of support from colleagues. But supervisors had provided more support. Alumni were about 45% more likely to say that their supervisors supported them to a great extent than their colleagues to the same extent. Men and women reported the same level of support from colleagues.

Alumni with disabilities reported receiving similar levels of support from supervisors and colleagues as other alumni.

Table 5.6 Level of Support for Alumni by Supervisors and Colleagues (by Gender)

	Alumni		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Level of Support for Alumni from Supervisors						
Not at all	37	5.9	15	4.6	22	4.8
To a small extent	109	17.4	47	14.5	62	13.5
To a medium extent	297	47.5	114	35.1	183	39.8
To a great extent	182	29.1	80	24.6	102	22.2
Level of Support for Alumni from Colleagues						
Not at all	23	3.7	12	3.7	11	2.4
To a small extent	154	24.6	58	17.8	96	20.9
To a medium extent	318	50.9	133	40.9	185	40.2
To a great extent	130	20.8	53	16.3	77	16.7

Among all types of employers with at least 20 alumni responding to the survey, the largest percentage of alumni receiving support from their supervisors worked for joint-ventures (84.0%) and international non-governmental organisations (81.3%).

Alumni who worked for private Vietnamese companies (62.5%) and foreign-owned companies (76.2%) were less likely to report receiving high levels of support from supervisors.

At the aggregate level, a higher percentage of alumni in public sector organisations (78.4%) reported receiving high levels of support from their supervisors than alumni in non-public sector organisations (74.4%). Alumni who worked in public sector organisations were about 15% more likely than alumni who worked in Vietnamese private firms to say that their supervisors provided them with a high or medium level of support.

Table 5.7 Level of Support for Alumni by Supervisors (by Type of Employer)

Type of employer	Alumni working for Employer	
	No. who responded to question	Percentage who received support to medium or great extent
Public sector organisation	393	78.4
Private Vietnamese company	72	62.5
Foreign-owned company	63	76.2
International non-profit organisation or INGO	32	81.3
Joint-venture	25	84.0
Civil society organisation or NGO	15	93.3
Multilateral aid agency	12	75.0
Foreign-funded project	5	100.0
Foreign embassy / consulate	3	33.3
<i>Total for non-public sector organisations</i>	<i>227</i>	<i>74.4</i>

Among types of public sector organisations employing at least 20 alumni, the highest level of support from supervisors was found in teaching institutes (82.0%) and provincial and local government administrations (78.3%).

Alumni who worked for research institutes (69.4%) and central government administrations (74.1%) were less likely to report receiving high levels of support from supervisors at work.

Table 5.8 Level of Support for Alumni by Supervisors (by Type of Public Sector Employer)

Type of public sector employer	Alumni working for Employer	
	No. who responded to question	Percentage who received support to medium or great extent
Teaching institute	200	82.0
Central government administration	85	74.1
Research institute	49	69.4
Provincial or local government administration	23	78.3
State-owned enterprise	14	92.9
Health services	5	100

Links with Australian Organisations

Compared to others, alumni whose organisation had a link with an Australian organisation were:

- 3.8% more likely to use their skills and knowledge gained in Australia at least occasionally when performing their work duties;
- 9.3% more likely to transfer their skills and knowledge to colleagues to a greater extent;
- 6.1% more likely to promote gender equality or disability inclusion to a medium extent or more; and
- 4.5% more likely to experience a positive change in their employment status compared to their initial job upon their return from Australia.

Alumni whose organisation had a link used their skills and knowledge more frequently than those whose organisation didn't. This was true for 9 of the 10 skills.

Table 5.9 Alumni Make Use of Acquired Skills and Knowledge in Work Duties

Skill	Percentage of Alumni to use their skills and knowledge at least occasionally		
	Whose organisation has a link with Australian organisation	Whose organisation doesn't have a link with Australian organisation	Diff.
Technical skills and knowledge	88.4	82.4	+6.0%
Analytical and critical thinking skills	94.9	95.6	-0.7%
Leadership skills	78.5	76.5	+2.0%
Management skills	81.5	80.1	+1.4%
Communication skills	96.7	91.5	+5.2%
Cross-cultural skills	82.4	75.0	+7.4%
English language skills	93.4	86.0	+7.4%
Planning skills	92.8	89.3	+3.5%
Working independently	98.5	96.3	+2.2%
Time management skills	97.6	94.5	+3.1%

Some of the positive change that alumni working in organisations with links to Australian organisations were more likely to experience included: (1) having a higher ranking position; (2) having more management responsibility; (3) supervising more staff; (4) having more technical or operational responsibility; and (5) having a greater role in policy-making.

Alumni in group discussions suggested that Vietnamese organisations with international links were more likely to foster other enabling conditions for the application of skills and knowledge by alumni. They would be more open to the contributions of staff members who had studied abroad and more supportive of gender equality and other rights-based priorities.

6 Conclusion

6.1 Conclusion, Implications, Recommendations

The tracer survey highlighted the successes and many accomplishments of AA alumni in Vietnam. Upon their return from their studies, most alumni make important contributions to the development of human resources, management systems, work procedures, programs and policies in their organisations.

Alumni also report significant progress in their careers since their return. For large numbers of alumni, their studies have resulted in promotions to higher-ranked positions, a higher salary, more management and operational responsibilities, more staff working under their supervision, and a greater role in policy making in their organisations.

This section presents the key findings and implications for the program going forward to a design phase in 2015. It provides recommendations for the program to consider for learning and continuous improvement.

About the Achievements of Men and Women

Men and women have similar performance in many respects. They were just as likely to change to a better job, participate in a link between Vietnamese and Australian organisations, present a paper at an international conference, return to Australia, receive a grant or receive an award or prize.

Men and women performed differently in some ways. Women were more likely than men to look for new employers upon return, promote gender equality in their organisation, and volunteer at a local organisation.

Men were more likely than women to return to their previous employer, receive a promotion at work, and publish an article in a journal. Men were more likely to return to a higher ranked position than women. About 29% of men returned to a higher position than the one they had prior to their studies. About 20% of women did the same.

Men were more likely than women to produce all types of knowledge outputs except teaching materials and blogs. This would include presentations, reports, briefings and memos. Men were more likely to make improvements to their organisations. Significantly more men made improvements to management systems and policies. Men were also more likely than women to improve linkages with other organisations.

Men and women were as likely to receive support from their supervisors at work. They reported the same level of support from colleagues. But men were more likely to say that their supervisors had supported them to a great extent.

Recommendation 1: That the AAV program investigates this finding and the conditions in organisations impacting these results. It should determine the feasibility of offering alumni support to improve these conditions for men and women.

About the Achievements of Cohorts of Alumni

The tracer survey data on cohorts of alumni suggest broad trends underway in the performance of alumni. The careers of alumni develop and unfold in a recognizable, perhaps predictable manner over a 15 year period. This is reflected in their work role, outputs, impacts, achievements and job status. At the same time, recent cohorts of alumni think and behave differently and reflective of changes underway in Vietnamese

organisations and society. This is seen in the achievements they make in the initial three years after returning to Vietnam, as well as their involvement in links with Australia, publishing, and the transfer of skills and knowledge to colleagues.

The career development path of alumni is evident in the tracer survey data. Alumni tend to return to work in professional positions and move into management positions as their careers develop over the period. Alumni in recent cohorts tend to produce more outputs such as presentations, briefings, and reports, at work than alumni in older cohorts. But alumni in older cohorts have more career achievements such as reaching higher level job status. They take on new responsibility. This allows them to impact policy and management areas that recent cohorts of alumni couldn't impact. Alumni seem to be at peak performance about 10-12 years after returning to Vietnam (i.e., the years represented by cohort 4).

The performance of alumni has also changed, which could impact the use of alumni activities to reach the different cohorts. Alumni in cohorts 1 and 2 have new skills, attitudes, confidence, and access to opportunities, that alumni in older cohorts could lack in degree. Alumni in cohorts 1 and 2 participated in linkages between Vietnamese and Australian organisations, promoted gender equality, and volunteered in local organisations in higher percentages than alumni in older cohorts. They also transferred their skills to colleagues at almost the same rate as alumni in older cohorts, illustrating the relevance of the studies and the confidence of recently-returned alumni. Alumni in cohort 1 were most likely to receive a research grant in the last three years. These trends could impact the career development of recent cohorts of alumni.

Recommendation 2: The program should develop a note on the design of the post award program of alumni activities, and how it could be tailored to meet the needs of alumni in different cohorts; what areas might need more investigation, such as promoting gender equality and disability inclusion in the work place, to improve aspects of the program across alumni cohorts.

About Trends in Alumni Performance

Positive trends are seen in the tracer survey data in the following areas. In 2014, compared to 2011, a higher percentage of alumni were:

- Returning to their previous employer;
- Working full-time;
- Maintaining contact with Australians;
- Working in organisations with professional links with an Australian organisation;
- Involved in professional links with an Australian organisation; and
- Promoting gender equality in their organisation.

At the same time, there was no significant difference in the 2011 and 2014 data in these areas:

- Alumni's length of employment with current employer;
- Frequency of the use of skills and knowledge acquired by alumni;
- Frequency of alumni passing on their skills and knowledge to colleagues; and,
- Relevance of alumni's studies to their current work.

About the Relevance of Studies

The survey confirmed that AA scholarships are highly relevant to Vietnam's development priorities as well as the alumni's work responsibilities. Almost 97% of alumni said they addressed a development priority in their current work. The main priorities were economics, education, and governance and financial management. More than 30% of alumni reported addressing each of these priority areas.

About 89% of alumni considered the knowledge and skills they gained in Australia to have some relevance to Vietnam's development priorities. Almost 50% of alumni surveyed considered their knowledge and skills to be highly relevant to development priorities.

AA scholarships are highly relevant to the alumni's work responsibilities. Almost 65% of alumni said that the skills and knowledge they acquired in Australia were highly relevant to their current job. Alumni working in Vietnamese NGOs or civil society organisations were most likely to say that their knowledge and skills were highly relevant to their work.

About Alumni Reintegration and Employment

Large numbers of alumni returned to their previous employer. The return rate was quite different for alumni working in public sector organisations (92% returned to previous employer) and those not working for public sector organisations (37%). Alumni in all employment sectors except public sector organisations were more likely to change employers than to return to their previous one.

This suggests that the reintegration experience is different and in some ways distinct for alumni in different profile organisations. The type of support to return and reintegration that is needed from the program could be different for alumni in each of these profiles.

Recommendation 3: That the AAV program determines whether or not the varying needs of returning alumni warrant further tailoring of AAV program support to alumni as they prepare for and undergo the return and reintegration process in Vietnam.

About Supervisors' Support to Application of Skills and Knowledge by Alumni

About 77% of the supervisors of alumni have supported alumni to a great or medium extent, another 23% of supervisors have not. That is a lot of supervisors if extrapolated across 3,900 alumni.

By and large, alumni working in government organisations and education institutes were more likely than alumni in Vietnamese and foreign companies to say that their supervisor supported the use of their skills and knowledge in the work place.

The 77% figure is positive but the 23% figure presents a challenge to the program. How could the program impact the thinking, knowledge and approach of supervisors of alumni in public sector organisations? There is both a need and opportunity.

Recommendation 4: That the AAV program identify how the more supportive supervisors provide support to alumni in the work place, and share these practices with alumni, supervisors, colleagues and leaders in the sub-units of organisations employing alumni.

About Alumni and Links between Vietnamese and Australian Organisations

Government organisations and education institutions in Vietnam are much more likely than private sector companies to have links with Australian organisations. In fact, Vietnamese universities and research institutes are almost three times more likely than Vietnamese companies to have such a link. Alumni in government organisations and education institutions were also more likely to meet and maintain contact with all types of stakeholder groups while on-award and on return respectively. Generally, the older the cohort the less

likely the alumni are to participate in a link between their organisation and Australian organisations.

However, alumni whose organisation had a link with an Australian organisation used their skills and knowledge more frequently than those whose organisation did not. This was true for 9 of the 10 skills. They were also more likely to transfer their skills and knowledge to colleagues, promote gender equality, and experience a positive change in their employment status compared to their initial job upon their return from Australia.

Some of the positive change that alumni working in organisations with links to Australian organisations were more likely to experience included: (1) having a higher ranking position; (2) having more management responsibility; (3) supervising more staff; (4) having more technical or operational responsibility; and (5) having a greater role in policy-making.

With these benefits available, the onus is on the program to find ways of facilitating linkages at all points in the scholarship cycle, including while awardees are on-award, and particularly between alumni and organisations in the private sector.

Recommendation 5: That AAV examines how the program can enrich awardees' on-award experience in order to support their on-going links with Australians and Australian organisations on return to Vietnam.

About Alumni Involvement in Human Resources Development

Alumni are deeply involved in HRD in the organisations. At least 62% of alumni have strengthened HRD by transferring their highly-valued skills to colleagues: analytical and critical thinking skills, technical or subject matter skills, communication skills, English language skills, and working independently.

Alumni who transferred their skills to colleagues also used their skills and knowledge in their work duties more frequently than those who didn't. This was true for all 10 skills in the survey.

There is positive news and an opportunity for the program to explore and learn about this result. It is further evidence of the value of the scholarships program to participating organisations, the host government, DFAT and the Australian public.

If the skills and knowledge being transferred are indeed valuable, how are men and women benefitting equally and differently from the transfer?

Recommendation 6: That the AAV program examines this application of alumni skills and knowledge (i.e., the transfer to colleagues/organisations) in some detail to understand and estimate the value of the skills and knowledge being transferred.

About Alumni Participation in AAV Alumni Activities

Alumni who participated in alumni activities used their skills and knowledge in their work duties more frequently than those who didn't. They also transferred their skills and knowledge to colleagues and promoted gender equality and disability inclusion in their organisations more than those who did not participate in AAV activities.

This finding suggests that increased participation in AAV alumni activities will result in increased application of skills and knowledge by alumni.

Recommendation 7: That the AAV program determines the extent to which participation in AAV alumni activities enables alumni to apply their skills and knowledge. That it determines the feasibility of increasing the number of alumni participating in at least 1 alumni activity and of targeting AAV activities at alumni in cohorts 3-5 who are not currently participating at the same rate as alumni in cohorts 1 and 2.

About Alumni Involvement in Community Development

Alumni who volunteered with local organisations used their skills and knowledge in their work duties more frequently than those who didn't volunteer. Alumni who volunteered also transferred their skills and knowledge to colleagues and promoted gender equality and disability inclusion in their organisations more than those who did not volunteer.

This suggests that alumni participation in volunteer work for community development could impact the application of their skills and knowledge in the five ways identified. Increased program support to alumni involvement in volunteer work could increase the return on investment in HRD.

Recommendation 8: That the AAV program identifies ways of supporting alumni involvement in volunteer work and determine the feasibility and potential impact of providing such support.

About Alumni Working in Different Employment Sectors

Survey data disaggregated by employment sector highlighted how the employment sector shapes the experience and performance of alumni. The employment sector shapes what alumni choose to study, how they reintegrate, what skills they use and share, the types of improvements they make in their organisations, who they help in their volunteer time, the extent to which they promote gender equality, and the extent to which they maintain contact with Australians.

Alumni working in aid delivery agencies and education institutes could be seen as the top performers in the 12 areas of performance described in the survey. This conclusion is based on the number of times that alumni in these employment sectors scored first or second among alumni in the 12 areas of alumni performance. Alumni working in aid delivery agencies scored first or second among alumni in five employment sectors in 8 of 12 areas. Alumni in education institutes scored first or second in 6 of 12 areas (see table).

Table 6.1 Employment Sector Scorecard

Area of Alumni Performance	Alumni Performing in Employment Sectors	
	Top Performing	Honorable Mention
1. Relevance of Studies to Current Job	Education Institutes	Aid Delivery Agencies
2. Use of Skills in Performing Work Duties	Aid Delivery Agencies	Vietnamese Companies
3. Influence of Studies on Employment Situation	Foreign Companies	Vietnamese Companies
4. Support Received from Supervisors	Government Organisations	Aid Delivery Agencies
5. Transfer of Skills and Knowledge to Colleagues	Education Institutes	Aid Delivery Agencies
6. Improvements Made to Organisations	Foreign Companies	Vietnamese Companies
7. Promotion of Gender Equality	Aid Delivery Agencies	Government Organisations
8. Contribution to Development Priority Areas	Aid Delivery Agencies	Education Institutes
9. Alumni Involvement in Community Development	Aid Delivery Agencies	Government Organisations
10. Achievements of Alumni	Education Institutes	Aid Delivery Agencies
11. Alumni and People-to-People Links	Education Institutes	Government Organisations
12. Alumni and Organisation-to-Organisation Links	Education Institutes	Government Organisations

About Alumni Working in the Private Sector

Alumni in Vietnamese companies were least likely among all alumni to say that their course was relevant to their job. However, they made very good use of their skills and knowledge in their work, and a large percentage of them have experienced changes in their employment situation. As a result of their studies, alumni working in foreign companies were most likely among the cohorts to be given a higher salary and more management and financial responsibilities. Alumni working for Vietnamese companies were most likely to have changed to a higher-ranked position. .

Alumni in the private sector made significant contributions to the management and implementation of work in their organisations. Alumni working in foreign companies were most likely to have made improvements in procedures, processes, management systems and services. Alumni in Vietnamese companies also performed well in terms of improving their organisations. This might reflect the relatively high percentage of alumni in the private sector who reported using leadership and management skills in their work. However, alumni working in Vietnamese companies were least likely to have transferred their skills and knowledge to colleagues and they were least likely to have promoted gender equality in the work place.

Large percentages of alumni working in Vietnamese companies made contributions to priority development areas and community development in Vietnam. For the most part, alumni in the private sector contributed their skills to business organisations and community-based organisations in their volunteer work. In contrast, alumni working in government organisations contributed their skills to local governments, local and district councils, and communes.

Alumni working in private sector companies were least likely among alumni to have maintained contact with Australians and other alumni. Vietnamese companies were the least likely employers to have maintained links with Australian organisations. Only 23% of alumni in this employment sector said their company had a link with one or more Australian organisations, and only 11% of alumni in the sector were involved in their company's links. In contrast, 60% of alumni working in education institutes said their organisation had a link with one or more Australian institutes and 28% of alumni in the sector were involved in the organisation's links.

Annex 1

Methodology

This report examines the impact of the scholarship program on its alumni. It relies on the information from tracer survey responses as well as group discussions with alumni.

Questions about Alumni for the Study

This report addresses four questions about alumni of Australia Awards in Vietnam:

1. What was the employment experience of alumni upon return to Vietnam? What is their current employment situation?
2. How have alumni applied their acquired skills and knowledge in their current job? What were their achievements upon return and in the last 3 years?
3. Which factors have affected the application of skills and knowledge and the achievements of alumni? How has the program, organisation, external context, and alumni affected the application of skills and knowledge?
4. How do the employment experiences, application of skills and knowledge, and achievements of sub-groups of alumni compare? How do they compare between male and female alumni? How do they compare between cohorts of alumni who have been back in Vietnam for different lengths of time?

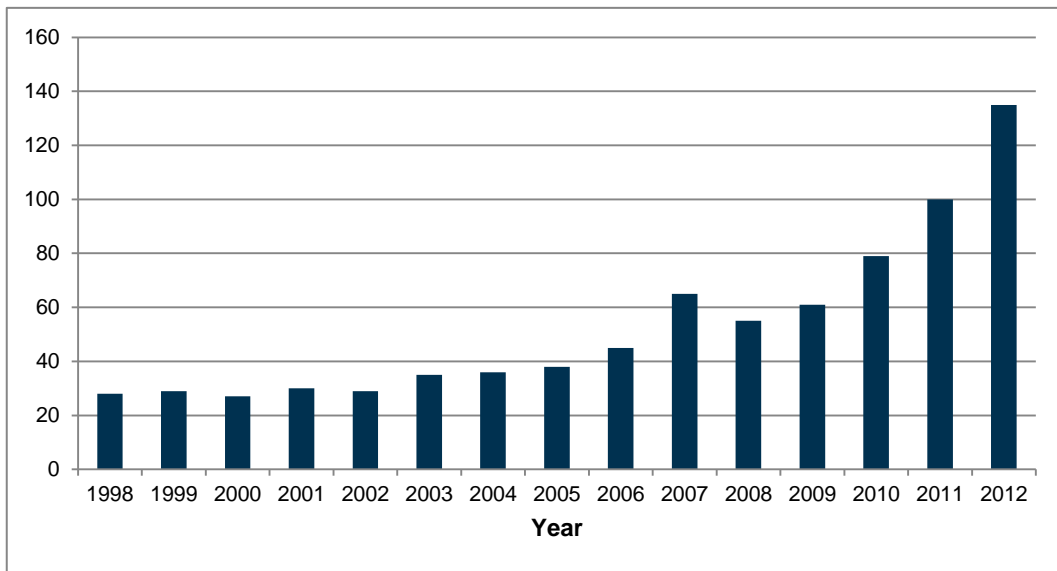
Survey Coverage

The survey asked alumni about their (1) employment situation upon return, (2) current employment situation, (3) application of skills and knowledge in performing work duties, (4) sharing of skills and knowledge with colleagues and others; (5) strengthening of their organisation; (6) promotion of gender equality and disability inclusion; (7) contributions to local communities; and (8) links with Australia.

Alumni Sample

Alumni in the sample returned to Vietnam across a 15-year period from 1998 to 2012. The scholarships program has 2,707 alumni who had returned to Vietnam in these years. The tracer survey was sent to 2,337 alumni with whom the program was in contact. The contact rates were higher for alumni returning 2004 and later. The survey was completed by 785 alumni or 33.6% of the total who received the survey. Another 25 alumni submitted their responses after the survey closing date, bringing the total number of respondents up to 810 or about 34.7% of the number of alumni who received the survey. However, their answers were not factored into the analysis in this report.

Exhibit 1 Number of Alumni Responding to Survey (by Year of Return)



Alumni Cohorts and Response Rates

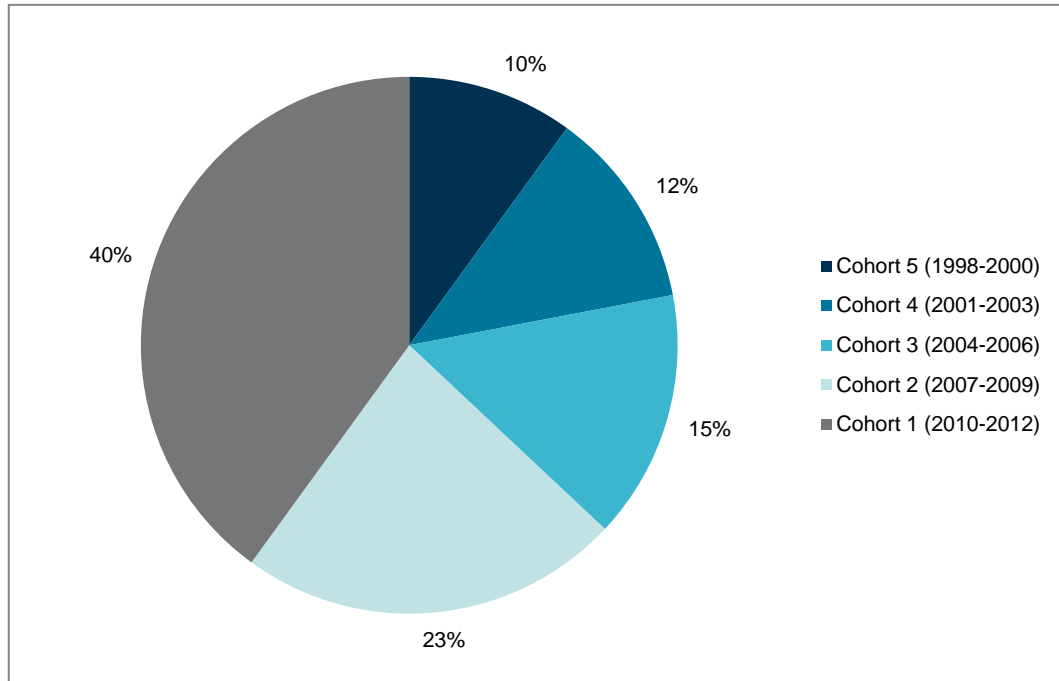
The program has identified five cohorts of alumni – each covering a 3-year period. The numbers of alumni in each cohort responding to the survey were:

Cohort	Year Returned	Respondents	Response Rate of Alumni in Cohort
Cohort 1	2010 to 2012	313 alumni	54.8% of 571 alumni in cohort
Cohort 2	2007 to 2009	182 alumni	33.5% of 544 alumni in cohort
Cohort 3	2004 to 2006	118 alumni	22.9% of 516 alumni in cohort
Cohort 4	2001 to 2003	91 alumni	24.0% of 380 alumni in cohort
Cohort 5	1998 to 2000	81 alumni	24.9% of 326 alumni in cohort

The number of respondents decreased with each subsequent cohort. The response rate among alumni in Cohort 1 was almost 55%. These 313 alumni comprised about 40% of the total respondents. Alumni in Cohort 2 made up another 23%. Almost 62% of alumni who returned in 2012 responded to the tracer survey; only 20% of alumni returning in 2002 responded.

The program was in contact with at least 98% of alumni in cohorts 1-3, but only 83% of alumni from Cohort 4 (2001 to 2003) and 58% from Cohort 5 (1998-2000). Alumni from cohorts 4 and 5 made up only 22% of the total respondents.

Exhibit 2 Number of Alumni Responding to Survey (by Cohort)



Analysis of this data will result in the identification of variable relationships and will allow the M&E team to make recommendations to the Australia Awards program.

Note that the sum of the values in the columns '% of Males' and '% of Females' is not 100%. The percentages indicate what percentage of the total number of males or females is represented in the data. For instance, 93 males returned a higher position. 93 out of the total 325 males in the survey was equal to 28.6% of the survey. This was a better way to represent the difference between males and females, as comparing their raw numbers isn't accurate. There were 325 males and 460 females who answered the survey, meaning that 100 males represented a greater part of the population than 100 females. As such, comparing their percentages allows us to better understand the data. This will be the case for all data comparing males and females.

Adherence to DFAT Guidelines

In November 2011, DFAT issued guidance concerning the conduct of tracer studies across all scholarships programs. It made the following recommendations for methodological guidelines. The program responded in the following way:

Criterion	DFAT Issued Guideline	Vietnam Tracer Study 2014
Frequency and timing of studies	Within three year cycles, country programs will undertake tracer studies in alternating years.	Tracer study conducted in 2014, three years after the most recent one in 2011.
Sampling	All alumni who returned three years prior to a survey will be included in the tracer studies (census/population survey). Country programs with fewer than 300 alumni returning annually should include all alumni who returned between two and four years prior to survey.	The Program surveyed all alumni in the database who had returned to Vietnam between 1998 and 2012. Fewer than 300 alumni returned annually so it included all alumni who returned the year before and the year after the target groups.
Survey instrument	A master questionnaire matrix will be created that includes the core set of subjects, indicator areas and text of questions that will be included in tracer study questionnaires. A systematic adaptation process will be agreed upon, with country programs being asked to record modifications in the matrix.	The Program adapted the questionnaire matrix of core questions to suit the needs of the Vietnam program. It removed questions asking for information already in the database. All modifications were explained to and approved by DFAT.
Data collection	Based on an analysis of response rates to past tracer studies, the most effective approach to administering tracer study surveys is in-person, supplemented by telephone interviews. If cost or time availability does not allow this, the use of a web-based survey software tool, is recommended over self-administered surveys delivered via email or mail, which can then be supplemented by mail or telephone contact.	The Program used a web-based survey software (SurveyMonkey) with numerous reminders issued. In the end, 33.6% of survey recipients responded to the survey.
Data management	Ideally, a centralised database of alumni could be created using a unique identifier number that would allow for tracer study responses to be linked to on-award survey responses. Datasets from country program surveys should be sent to and kept in Canberra for use in the triennial global analysis.	The Program has sent the dataset to DFAT and its consultants.
Reporting of results	Minimum requirements of information to be included in data reporting are a definition of the target population, details	The report has provided this minimum amount of information.

Criterion	DFAT Issued Guideline	Vietnam Tracer Study 2014
	regarding intended and achieved sample size, response rates, demographic information on non-respondents, and details of missing data for individual questions.	
Qualitative data collection	Results from surveys should be used to systematically identify alumni to be contacted for qualitative data collection. Different qualitative study approaches have been recommended, including focus groups and the Most Significant Change technique. Individual, rather than group, data collection are preferable for the purposes of tracer studies.	The survey asked alumni if they could be contacted for qualitative data collection. The Program interviewed 28 people, however they were in group interviews.

Annex 2

Comparing Trace Study Results 2011 and 2014

	Australia Awards Alumni in Vietnam – Tracer Survey Results	
	2011	2014
<i>Tracer Survey Sample</i>	<ul style="list-style-type: none"> Online survey through SurveyMonkey Sent to all 2,062 alumni in alumni database Completed by 796 alumni (38.6%) 	<ul style="list-style-type: none"> Online survey using SurveyMonkey Sent to 2,337 alumni who had returned between 1998 and 2012 Completed by 785 alumni (33.6%)
<i>Definition of Performance by Alumni</i>	<p>‘Contributions’ of alumni is defined as:</p> <ul style="list-style-type: none"> Policy development Research Technical skills Teaching and learning Management and administration Business/commercial Promotion of gender equality 	<p>Alumni application of skills and knowledge is defined as:</p> <ul style="list-style-type: none"> Use of skills to perform work duties; Transfer of skills to others; Improvements made to organisations; Support to links between their organisation and Australian orgs; Promotion of gender equality and disability inclusion
Study Experience		
<i>Level of Study</i>	<ul style="list-style-type: none"> 11.5% did undergraduate degrees 5.6% graduate diplomas 75.6% Master’s degrees 6.0% PhDs 1.1% informal studies 0.1% post-doctoral studies 	<ul style="list-style-type: none"> 8.5% had undergraduate degrees 1.8% graduate diplomas 85.2% Master’s degrees 4.5% PhDs
<i>Field of Study</i>	<p>Alumni earned degrees in 11 fields of study. About 62% of alumni studied in one of three fields:</p> <ul style="list-style-type: none"> 33% studied business 15% engineering and science 14% education 	<p>Alumni earned degrees in 14 fields of study. About 48% of alumni studied in one of three fields:</p> <ul style="list-style-type: none"> 23% studied business 15% education 10% agriculture/rural development
<i>University</i>	Information not available in report	<p>Alumni had studied at 32 universities in Australia. Over 40% of alumni studied at one of three universities:</p> <ul style="list-style-type: none"> 16.6% at University of Queensland 13.0% at University of Melbourne 11.7% at Monash University
Employment Experience on Return to Vietnam		
<i>After Completing Studies</i>	A majority of alumni returned to Vietnam	<ul style="list-style-type: none"> 81% of alumni returned to Vietnam within 6 months of completing studies

	Australia Awards Alumni in Vietnam – Tracer Survey Results	
	2011	2014
<i>Reintegration Planning</i>	Information not available in report	<ul style="list-style-type: none"> 66% of returning alumni had career reintegration plan when they returned
<i>Return to Previous Employer</i>	<ul style="list-style-type: none"> 63% of in-Vietnam alumni returned to their previous employer 83% of alumni in public sector orgs returned to previous employer 	<ul style="list-style-type: none"> 71% of returning alumni returned to their previous employer 92% of alumni in public sector orgs returned to their previous employer 37% of alumni who didn't work in public sector organisations returned to their previous employer
<i>Seniority of Position on Return</i>	Information not available upon request	<ul style="list-style-type: none"> 39% of alumni who returned to previous employer returned to higher level position than one they left 59% returned to same (level) position 2% returned to lower level position Men tended to return to higher positions more frequently than women
<i>Finding a Job on Return</i>	37% of alumni did not return to their original employer	<ul style="list-style-type: none"> 25% of alumni found a new job upon their return to Vietnam On average, it took alumni less than 2 months to find a new job
Current Employment		
<i>Employment Situation</i>	<ul style="list-style-type: none"> 85% of alumni worked full-time 5% were studying 4% were working as consultants/freelance 3% were not working 2% worked part-time 2% unknown 	<ul style="list-style-type: none"> 91.4% of alumni worked full-time 9.0% were studying 3.2% were working part-time 16.1% were working more than one job 0.8% were not working
<i>Employer Type</i>	<ul style="list-style-type: none"> 41.0% of alumni work in public service or state owned company 18.1% in civil service 16.6% for private Vietnamese company 14.2% for foreign company 5.7% for NGO 4.4% for international agency 	<ul style="list-style-type: none"> 63.3% of alumni worked for public sector organisation 11.3% for Vietnamese company 10.0% for foreign owned company 5.0% for INGO 4.1% for joint venture 2.6% for CSO/NGO 0.4% for other
<i>Length of Employment with Current Employment</i>	<ul style="list-style-type: none"> On average, alumni in both senior positions and managerial positions have worked at their current 	<ul style="list-style-type: none"> On average, alumni have worked in their current employment about 9.4 years.

Australia Awards Alumni in Vietnam – Tracer Survey Results		
	2011	2014
	employment about 9.8 years	
<i>Type of Work Role⁶</i>	<ul style="list-style-type: none"> 17.2% of alumni were in senior positions 45.8% were in managerial positions 47% of female alumni were in managerial positions 32% of female alumni were in senior positions 	<ul style="list-style-type: none"> 50.4% of alumni were professionals 40.7% were managers 4.0% were technicians or associate professional 5.9% other 39% of men and 28% of women worked in management 46% of women and 33% of men worked in professional positions
<i>Achievements at Work</i>	<p>Compared to the position they held before their studies, the percentage of alumni who are now in a high level position:</p> <ul style="list-style-type: none"> 87% of alumni working for Vietnamese private sector firms 85% of alumni working for international organisations 77% working for foreign companies 72% working for civil society organisations 62% working as civil servants 55% working as public servants 	<p>Within 3 years of returning to Vietnam:</p> <ul style="list-style-type: none"> 53.5% of alumni received a promotion at work 35.9% changed to a better job 27.3% participated in linkage between Vietnamese and Australian orgs 26.6% promoted gender equality in their organisation 8.1% promoted disability inclusion in their organisation
Application of Skills and Knowledge by Alumni		
<i>Frequency of Use of Skills and Knowledge Acquired</i>	<p>They used these skills frequently:</p> <ul style="list-style-type: none"> English language skills Research skills Critical thinking skills Teaching skills 64% of alumni said their skills and knowledge have helped them meet their organisation's needs 	<p>Percentage of alumni who use these skills and knowledge on daily basis:</p> <ul style="list-style-type: none"> 78.6% of alumni work independently 73.9% use analytical skills or critical thinking 73.1% use time management skills 67.7% use communication skills 63.0% use English language 59.2% use planning skills 51.8% use technical or subject matter skills and knowledge

⁶ The difference between the percentage of female alumni who said they were in management positions in 2011 and 2014 is likely a reflection of how the term was interpreted by alumni. Alumni have interpreted this term and some other terms differently in the 2014 survey, which has made it difficult to achieve fair comparisons in some questions.

Australia Awards Alumni in Vietnam – Tracer Survey Results		
	2011	2014
		<ul style="list-style-type: none"> 48.0% use management skills 45.6% use cross-cultural skills 41.4% use leadership skills
<i>Knowledge Outputs</i>	Information not available in report	<p>In the last 3 years</p> <ul style="list-style-type: none"> 72.8% of alumni delivered a presentation related to their studies 67.1% wrote report related to studies 54.2% developed teaching course or course materials 30.3% delivered briefing 20.3% prepared memo 19.4% prepared position paper 12.3% developed web page 6.0% wrote blog Men were more likely than women to produce all types of knowledge outputs except teaching materials and blogs Cohort 1 alumni were most likely to produce knowledge outputs
<i>Relevance of Studies to Development Priorities</i>	A majority of alumni returned to Vietnam and are in employment relevant to their original study.	<ul style="list-style-type: none"> 49.8% of alumni said their knowledge and skills were highly relevant to Vietnam's development priorities 38.9% said they had some relevant 10.0% said they had little relevance 1.3% said they had no relevance at all
Transfer of Skills and Knowledge by Alumni		
<i>Transferring Skills and Knowledge in the Work Place</i>	Information not available in report	<p>In last 3 years</p> <ul style="list-style-type: none"> 21.4% of alumni transferred their skills and knowledge to colleagues to great extent through informal means 50.8% transferred to medium extent 23.4% transferred to small extent 4.4% not at all Top skills transferred by alumni were analytical and critical thinking skills
<i>International Conferences, Grants, Awards and Prizes</i>	Information not available in report	<p>In last 3 years</p> <ul style="list-style-type: none"> 17.7% of alumni presented a paper at international conference 12.0% received a grant 10.2% received an award or prize related to their studies
<i>Publications</i>	Information not available in report	<p>In last 3 years</p> <ul style="list-style-type: none"> 39.7% of alumni published a work that

Australia Awards Alumni in Vietnam – Tracer Survey Results		
	2011	2014
		<p>was related to their studies</p> <ul style="list-style-type: none"> 17.5% of alumni published in peer-reviewed national academic journals 14.6% in university level publications 11.9% in peer-reviewed international academic journals 9.1% in magazines, newspapers 4.6% in industry publications Men were more likely than women to have published a work Recent cohorts were more likely than older cohorts to have published
<i>Patents</i>	Information not available in report	<p>In last 3 years</p> <ul style="list-style-type: none"> 14.7% of alumni respondents filed for patent (92 of 624 alumni) 18.9% of alumni in Cohort 1 filed for patent (51 of 270 alumni) Alumni in Cohort 1 were most likely to have filed for a patent
Contributions to Improvements in Organisations		
<i>Human Resources</i>	<ul style="list-style-type: none"> 80% of alumni have increased technical skills in their organisations to a medium or great extent 	<p>In last 3 years</p> <ul style="list-style-type: none"> 66.5% of alumni transferred analytical and critical thinking skills to colleagues through supervision, coaching, etc. 65.8% transferred communication skills 64.1% English language skills 62.5 working independently 58.9% technical or subject matter skills
<i>Organisation Systems</i>	<ul style="list-style-type: none"> 84% of alumni have contributed to improvements in research in their orgs to a medium or great extent 83% to teaching and learning 78% to management and administration 59% to policy development 55% to business / commercial 48% to implementing systems or work changes 	<p>In last 3 years</p> <ul style="list-style-type: none"> 94% of alumni made improvements in their organisations 45.2% of alumni improved procedures in their organisation 43.7% improved programs 42.0% management systems 40.1% processes 38.0% policies 37.7% services 35.5% linkages with other orgs Men were more likely than women to make improvements in organisations

Australia Awards Alumni in Vietnam – Tracer Survey Results		
	2011	2014
Linkages with Australia		
<i>Maintaining Contact with Australians</i>	<ul style="list-style-type: none"> 57% alumni were frequently or very frequently in contact with Vietnamese alumni 20% of alumni with Australian friends 15% with lecturers or professors 12% with other international students 	<p>In last 3 years, the percentage of alumni who made contact at least monthly was</p> <ul style="list-style-type: none"> 63.4% of alumni were in contact with other Vietnamese alumni 51.8% with other AA scholarship students 24.1% with former university alumni association 20.7% with former lecturers 13.8% with Australian students 9.9% local communities in Australia 8.5% Australian homestay families 6.9% former employer in Australia
<i>Professional Links with an Australian Organisation</i>	<ul style="list-style-type: none"> 51% of alumni said their organisation had a professional or business link with an Australian organisation 	<ul style="list-style-type: none"> 55.1% of alumni said their organisation had a professional or business link with an Australian organisation
<i>Alumni Involvement in Professional Links with an Australian Organisation</i>	<ul style="list-style-type: none"> 62% of alumni in organisations with links with Australians were personally involved in these links 	<p>In last 3 years</p> <ul style="list-style-type: none"> 9.3% of alumni were involved to a great extent in a link with an Australian organisation 16.4% were involved to medium extent 20.2% were involved to a small extent 9.0% were not involved at all 44.9% of alumni worked in organisations that had no links
Promotion of Gender Equality and Disability Inclusion		
<i>Men's and Women's Achievements</i>	<ul style="list-style-type: none"> 74% of men in the sample were promoted 62% of women were promoted 60% of alumni who were promoted received their promotion within 2 years of returning from their studies 	<p>In last 3 years, male and female alumni were just as likely to:</p> <ul style="list-style-type: none"> Change to a better job Participate in link between Vietnamese and Australian organisations Present paper at international conference Return to Australia Receive a grant Receive an award or prize <p>Women were more likely to:</p> <ul style="list-style-type: none"> Promote gender equality in their organisation Volunteer at a local organisation <p>Men were more likely to:</p>

	Australia Awards Alumni in Vietnam – Tracer Survey Results	
	2011	2014
<i>Promotion of Gender Equality</i>	<ul style="list-style-type: none"> 15.7% of alumni made a great contribution to the promotion of gender equality in their organisation 33.3% made a medium contribution 28.5% made a small contribution 22.6% made no contribution at all Men and women were equally likely to contribute to gender equality 	<ul style="list-style-type: none"> Receive a promotion at work Publish an article in a journal <p>In last 3 years</p> <ul style="list-style-type: none"> 12.0% of alumni have promoted gender equality through informal means to a great extent 37.9% to a medium extent 33.5% to a small extent 16.6% not at all Women were more likely than men to have promoted gender equality
<i>Promotion of Disability Inclusion</i>	Information not available in report	<p>In last 3 years</p> <ul style="list-style-type: none"> 4.6% of alumni have promoted disability inclusion through informal means to a great extent 22.3% to a medium extent 35.1% to a small extent 38.0% not at all Men were more likely than women to have promoted disability inclusion
Factors Affecting Application of Skills and Knowledge and Achievements of Alumni		
<i>Alumni Reintegration Planning</i>	Information not available in report	<p>Compared to other alumni, alumni who prepared a career reintegration plan were:</p> <ul style="list-style-type: none"> 1% less likely to make use of their skills and knowledge at work
<i>Alumni Involvement in HRD</i>	Information not available for analysis	<p>Compared to others, alumni who had transferred their skills and knowledge to colleagues were:</p> <ul style="list-style-type: none"> 7.1% more likely to have used their skills and knowledge at work At least 62% of alumni transferred each of the five top skills acquired at least occasionally to their colleagues
<i>Alumni Involvement in Community Development</i>	<p>Information not available for analysis</p> <ul style="list-style-type: none"> 33.1% of alumni saw community volunteer work as priority area for alumni support activities 	<p>Compared to others, alumni who had volunteered with local organisations were:</p> <ul style="list-style-type: none"> 6.6% more likely to have used their skills and knowledge at work 13.7% more likely to transfer skills and knowledge to colleagues 19.1% more likely to promote gender

	Australia Awards Alumni in Vietnam – Tracer Survey Results	
	2011	2014
<i>Relevance of Studies</i>	<ul style="list-style-type: none"> 62% of alumni think their studies were relevant to their current jobs 	<p>equality and disability inclusion</p> <ul style="list-style-type: none"> 96% of alumni said that the skills and knowledge they acquired in Australia were relevant to their current job 65% said their skills and knowledge were <i>highly relevant</i> to their job A majority of alumni in every type of employment but one found their skills and knowledge highly relevant to their work duties
<i>Influence of Studies on Changes in Employment</i>	<p>Percentage of alumni who said the following change was due to their studies to a great or medium extent:</p> <ul style="list-style-type: none"> 87.3% of alumni who have received a promotion said the promotion was due to their studies 	<p>Percentage of alumni who said the following changes were due to their studies to a great extent or medium extent</p> <ul style="list-style-type: none"> 74.0% said having more technical or operational responsibility was due to their studies 73.8% of alumni said changing to a higher ranking position 70.2% said earning a higher salary 69.5% said having more management responsibility was due to studies 64.8% said playing a greater role in policy making was due to studies 62.8% said supervising more staff 49.9% said having more financial responsibility was due to studies
<i>Participation in AAV Alumni Support Activities</i>	<p>In past 12 months</p> <ul style="list-style-type: none"> 53.9% of alumni living in Vietnam had been to an alumni event 	<p>In the past 3 years</p> <ul style="list-style-type: none"> 52.6% of alumni have participated in an alumni network conference 46.4% used an academic database 34.8% participated in a social networking activity 32.2% participated in a professional development activity 29.3% participated in a reintegration workshop in Vietnam 17.2% in the mentoring program 10.6% in the small grant scheme 10.3% have not participated in any activity 8.5% have participated in a reintegration workshop in Australia
<i>Impact of Participation</i>	Information not available in report	Compared to others, alumni who participated in alumni activities were

	Australia Awards Alumni in Vietnam – Tracer Survey Results	
	2011	2014
on alumni performance		<ul style="list-style-type: none"> ▪ 3.6% more likely to use their skills and knowledge in their work ▪ 12.1% more likely to transfer their skills and knowledge to colleagues ▪ 5.1% more likely to promote gender equality or disability inclusion ▪ 4.3% more likely to be involved in a link that their org has with an Australian org ▪ 5.3% less likely to have a positive change in their employment situation.
<i>Support Received from Supervisors</i>	Information not available in report	<ul style="list-style-type: none"> ▪ 29.1% of alumni said their supervisors provide great level of support to the use of their acquired skills in their work ▪ 47.5% of alumni said their supervisors provide a medium level of support ▪ 24.6% said a small level of support ▪ 3.7% said their supervisors provide no support at all ▪ Men and women were just as likely to receive support from supervisors
<i>Links with Australian Organisations</i>	Information not available for analysis	<p>Compared to others, alumni whose org had a link with an Australian org were:</p> <ul style="list-style-type: none"> ▪ 3.8% more likely to use their skills and knowledge in their work duties ▪ 9.3% more likely to transfer their skills and knowledge to colleagues ▪ 6.1% more likely to promote gender equality or disability inclusion ▪ 4.5% more likely to experience a positive change in their employment status

Annex 3

Findings on Gender Equality in 2014

Survey Background

1. The 2014 Tracer Study of Australia Award alumni in Vietnam examined the impact of the scholarship program on its alumni. It relied on the information from tracer survey responses from 785 alumni as well as group discussions with 28 of these alumni.
2. The survey asked alumni about their (1) employment situation upon return, (2) current employment situation, (3) application of skills and knowledge in performing work duties, (4) sharing of skills and knowledge with colleagues and others; (5) strengthening of their organisation; (6) promotion of gender equality and disability inclusion; (7) contributions to local communities; and (8) links with Australia.
3. The main questions for the study included a question about how the employment experiences, application of skills and knowledge, and achievements of male and female alumni compared. All survey data were sex-disaggregated to answer this question.

Survey Respondents

4. The survey respondents were grouped into 5 cohorts. Cohort 1 alumni returned in the period 2010 to 2012; cohort 2 in 2009 to 2007; cohort 3 in 2004 to 2006; cohort 4 in 2001 to 2003; and cohort 5 in 1998 to 2000. More than 63% of all respondents belonged to cohorts 1 and 2. The older the cohort, the lower the response rate was among alumni.
5. Almost 59% of the survey respondents were women. Women comprised 61% of respondents in cohorts 1 and 2, and 52% of respondents in cohorts 3, 4 and 5. Women comprised less than 46% of respondents in cohort 5. The older the cohort, the lower the percentage of respondents were women.⁷

Academic Qualifications of Men and Women

6. More men than women among survey respondents completed doctorate studies. Seven percent of men but only 3% of women earned their PhDs.
7. More women than men completed their Master's degrees. About 88% of women, but only 81% of men completed their Master's qualifications. Similar percentages of men and women completed under-graduate degrees.

Seniority of Position on Return

8. About 59% of alumni who returned to their previous employers returned to the same position as before (or the same level position). However, 39% of alumni returned to a higher position. Men tended to return to higher positions more frequently than women.

Table 1 Seniority of Employment Position on Return to Vietnam (by Gender)

Position that Alumni returned to was...	Total	Male Alumni		Female Alumni	
	No.	No.	% of Males	No.	% of Females
Higher level position than one before studies	187	93	28.6	94	20.4
Same level position as one before studies	282	102	31.3	180	39.1
Lower level position than before	9	6	1.8	3	0.7

⁷ This trend did not hold true for cohort 4.

Finding a Job on Return

9. More than one quarter of alumni said they had found a new job upon their return to Vietnam. On average, it took these alumni less than 2 months to find a new position. After 6 months, almost 90% of them had found work.
10. In the sample, women were more likely than men to look for new employers (men were more likely to return to previous employers). About 29% of female alumni looked for new employers, whereas only 25% of male alumni did the same. Women were more likely than men to find a new position within six months of returning. After six months, about 93% of women and 84% of men had found new employers.

Employment Situation

11. Almost 96% of 666 alumni were either working full-time, working more than one job, or enrolled in further academic study. More than 91% of alumni were working full-time, while less than 1% of alumni were not working. Men and women were just as likely to be working full-time, but men were more likely to work more than one job. They were also more likely to be enrolled in further academic studies. Women were more likely to be working part-time.

Type of Work Role

12. Alumni were predominantly in professional and managerial positions in their organisations. Of 631 alumni, 50.4% identified their work role as professional, while 40.7% said manager. About 4% said they worked as a technician or associate professional.
13. Men worked in management positions more frequently than women. About 39% of male alumni responding to the question said they worked in management positions, whereas only 28% of female alumni said the same. Women worked in professional positions more frequently than men. About 46% of female alumni responding to the question said they work as professionals, whereas only 33% of male alumni said the same. Men were more likely to work as skilled agricultural, forestry or fishery workers, while women were more likely to work as clerical support workers or service and sales workers.
14. According to the job classification in the alumni database, 44.5% of all survey respondents were in management positions. This included 52.6% of male respondents and 38.7% of female respondents. A higher percentage of men than women in each cohort were in management positions.
15. Among recently returned alumni, men were almost 50% more likely to be in management positions than women. Among the oldest cohort, men were about 65% more likely than women to be in management positions. In cohorts 3 and 4, men were respectively at least 25% and 20% more likely than women to be in management positions. Only in cohort 2 were men and women equally as likely to be in management positions.

Table 2 Percentage of Alumni in Management Positions (by Gender)

Cohort (Year of Return to Vietnam)	Total		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Cohort 1 (2010 to 2012)	97	31.0	45	39.1	52	26.3
Cohort 2 (2007 to 2009)	83	45.6	34	45.9	49	45.4
Cohort 3 (2004 to 2006)	56	47.5	29	53.7	27	42.2

Cohort (Year of Return to Vietnam)	Total		Male Alumni		Female Alumni	
	No.	% of Total	No.	% of Males	No.	% of Females
Cohort 4 (2001 to 2003)	60	65.9	28	73.7	32	60.4
Cohort 5 (1998 to 2000)	53	65.4	35	79.5	18	48.6
Total	349	44.5	171	52.6	178	38.7

Change of Employer

16. Male and female alumni were just as likely to change to a better job.

Summary of Achievements of Men and Women

17. Men and women have similar performance in many respects. They were just as likely to change to a better job, participate in a link between Vietnamese and Australian organisations, present a paper at an international conference, return to Australia, receive a grant or receive an award or prize.
18. Men and women performed differently in some ways. Women were more likely than men to look for new employers upon return, promote gender equality in their organisation, and volunteer at a local organisation.
19. Men were more likely than women to return to their previous employer. They were more likely to return to a higher ranked position, receive a promotion at work, and publish an article in a journal. Men were more likely to promote disability inclusion in their organisation.

Table 3 Percentage of Alumni Making Achievements (by Gender)

	% of Males	% of Females	Diff.
1. Receive a promotion at work	51.7	40.9	+10.8
2. Change to a better job	30.8	30.2	+0.6
3. Publish an article in a journal	28.0	24.1	+3.9
4. Participate in link between Vietnamese and Australian orgs	23.4	23.0	+0.4
5. Promote gender equality in their organisation	19.7	24.6	-4.9
6. Volunteer at a local organisation	17.5	18.9	-1.4
7. Present a paper at an international conference	15.7	14.6	+1.1
8. Receive a grant	10.4	10.0	+0.4
9. Promote disability inclusion in their org	8.9	5.4	+4.5
10. Receive award or prize related to studies	8.6	8.7	-0.1
11. Return to Australia	6.8	7.4	-0.6

12. Alumni in recent cohorts were more likely to report achievements than alumni in older cohorts. In particular, alumni in recent cohorts participated in linkages between Vietnamese and Australian organisations, promoted gender equality, and volunteered

in local organisations in higher percentages than alumni in older cohorts. Alumni in Cohort 1 were almost twice as likely to promote gender equality as alumni in any other cohort. They were also most likely to promote disability inclusion. Alumni in older cohorts were more likely to receive a promotion, or present a paper at an international conference.

Knowledge Outputs

13. In the past 3 years, almost 96% of returning alumni produced at least one of the listed outputs related to their skills and knowledge. Common outputs were presentations and reports related to skills and knowledge acquired. Over half of alumni produced at least one presentation, report, or teaching course and materials in the past 3 years.
14. Men were more likely than women to produce all types of knowledge outputs except teaching materials and blogs. This included presentations, reports, briefings and memos.

Improvements in Organisational Systems

15. Almost 94% of alumni made improvements in at least one area of their organisation in the last three years. The main areas that alumni helped to improve were procedures, programs and management systems.
16. Men were more likely than women to make improvements in their organisations. Significantly more men than women made improvements to management systems and policies in organisations. Men were also more likely to improve linkages with other organisations. Women were most likely to improve their organisation's programs, while men were most likely to improve its management systems.

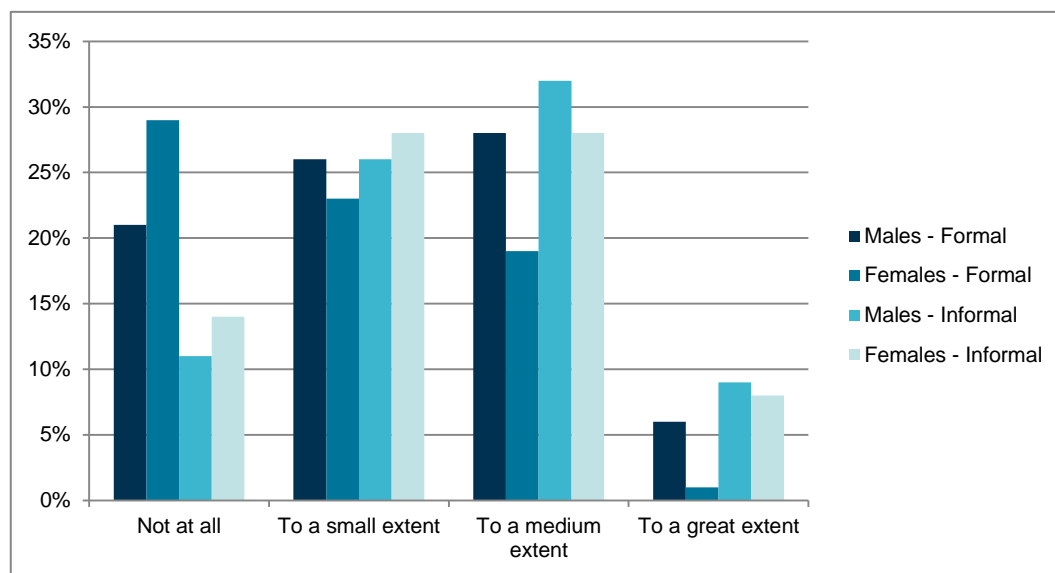
Support Received from Supervisors and Colleagues

17. About 77% of alumni said their supervisors provided a great or medium level of support to the application of their skills and knowledge in their work. Still, 23% of alumni said their supervisors provided only a small level of support or none at all. Men were as likely as women to receive support from supervisors, although they were more likely than women to say that their supervisors had supported them to a great extent.
18. Alumni reported receiving good levels of support from colleagues. But supervisors had provided more support. Alumni were about 45% more likely to say that their supervisors supported them to a great extent than their colleagues to the same extent. Men and women reported the same level of support from colleagues.

Promotion of Gender Equality

19. Women were more likely than men to promote gender equality in the work place. Alumni typically promoted gender equality through informal means such as supervising, mentoring or on-the-spot guidance. Generally, gender equality is promoted to a greater extent than disability inclusion.
20. Only 10% of surveyed alumni promoted gender equality to a great extent through informal means in the last 3 years. Only 5% promoted gender equality to a great extent in training and teaching activities. Men were more likely than women to promote gender equality in training and teaching activities. About 26% of men promoted gender equality to a medium extent in training and teaching activities in the last 3 years.

Exhibit 4 Percentage of Alumni Promoting Gender Equality (by Gender)



Participation in AAV Alumni Support Activities

21. A high level of returning alumni have participated in alumni support activities. Only 5% of Cohort 1 alumni have not participated in any AAV activity in the past 3 years. Compared to others, alumni who participated in AAV support activities to a medium or great extent were 5.1% more likely to promote gender equality to a medium extent or more in their organisation.

Alumni Involvement in Community Development

22. Alumni who volunteered in local organisations used their skills and knowledge in their work duties more frequently than those who did not volunteer. On average, these alumni were 19.1% more likely to promote gender equality to at least a medium extent in their organisation. They were also 13.7% more likely than other alumni to transfer their skills and knowledge to colleagues. These are significant differences in likelihood.

Alumni and Links between Vietnamese and Australian Organisations

23. Alumni whose organisation had a link with an Australian organisation used their skills and knowledge more frequently than those whose organisation did not. They were also 6.1% more likely to promote gender equality to medium extent or more in their organisation. These alumni were more likely to transfer their skills and knowledge to colleagues, and experience a positive change in their employment status upon their return from Australia.

Annex 4

Findings on Alumni in Employment Sectors in 2014

Survey Background

24. The 2014 Tracer Study of Australia Award alumni in Vietnam examined the impact of the scholarship program on its alumni. It relied on survey responses from 785 alumni as well as group discussions with 28 of these alumni. The program collected these data in July and August 2014.
25. The tracer survey asked alumni about their (1) employment situation upon return to Vietnam; (2) current employment situation; (3) application of skills and knowledge in performing work duties, (4) sharing of skills and knowledge with colleagues and peers; (5) strengthening of their organisations; (6) promotion of gender equality and disability inclusion in their organisations; (7) contributions to local communities; and (8) links with Australia.
26. The survey asked alumni about their employment sector. All survey data were disaggregated accordingly to understand the employment experiences, application of skills and knowledge, and achievements of alumni in the different employment sectors. This report compares their responses. The experiences of alumni working for Vietnamese and foreign companies were of particular interest to the scholarships program at this time.

Survey Respondents

27. The survey respondents were grouped into five employment sectors. (1) 'Government organisation' comprised those alumni working for central or local government departments; (2) 'Education institute' comprised alumni working for Vietnamese universities or research institutes; (3) 'Vietnamese company' comprised alumni working for private sector firms or self-employed in Vietnam; (4) 'Foreign company' comprised alumni working for foreign-owned companies or joint-ventures; and, (5) 'Aid delivery agency' comprised alumni working for international non-profit organisations, civil society organisations or NGOs, multilateral aid agencies, and foreign-funded projects. As well, we included an 'Other' category of survey respondents, namely, those alumni currently studying, unemployed, retired, or working in a foreign embassy. Alumni in the 'Other' category were not included in the comparisons and analysis below.
28. Table 1 describes the number of survey respondents in each employment sector. The largest number (38.2%) worked in education institutes. Only alumni in aid delivery agencies comprised less than 10% of the total.

Table 1 Alumni Working in Employment Sectors

Employment sector	Alumni working in Employment Sectors	
	No. of Survey Respondents in Employment Sector	Percentage of Survey Respondents in Employment Sector
Education Institute	300	38.2%
Government organization	160	20.4%
Vietnamese company	102	13.0%
Foreign company	95	12.1%
Aid delivery agency	73	9.3%
Others	55	7.0%
Total	785	100.0%

Conclusion on Alumni Performance in Employment Sectors

29. Alumni performance and contributions were influenced by the conditions and practices in their employer organisations. The employment sector shapes the way that alumni respond to these conditions and practices. The employment sector shapes what alumni choose to study, how they reintegrate, what skills they use and share, the types of improvements they make in their organisations, who they help in their volunteer time, the extent to which they promote gender equality, and the extent to which they maintain contact with Australians. The program needs to recognise these tendencies in order to provide on-award and post-return support that is targeted, appropriate and accessible to alumni in the various employment sectors.
30. Alumni working in aid delivery agencies and education institutes could be seen as the top performers in the 12 areas of performance described in this paper. This conclusion is based on the number of times that alumni in these employment sectors scored first or second among alumni in the 12 areas of alumni performance. Alumni working in aid delivery agencies scored first or second among alumni in five employment sectors in 8 of 12 areas. Alumni in education institutes scored first or second in 6 of 12 areas (see table).

Table 2 Employment Sector Scorecard

Area of Alumni Performance	Alumni Performing in Employment Sectors	
	Top Performing	Honorable Mention
1. Relevance of Studies to Current Job	Education Institutes	Aid Delivery Agencies
2. Use of Skills in Performing Work Duties	Aid Delivery Agencies	Vietnamese Companies
3. Influence of Studies on Employment Situation	Foreign Companies	Vietnamese Companies
4. Support Received from Supervisors	Government Organisations	Aid Delivery Agencies
5. Transfer of Skills and Knowledge to Colleagues	Education Institutes	Aid Delivery Agencies
6. Improvements Made to Organisations	Foreign Companies	Vietnamese Companies
7. Promotion of Gender Equality	Aid Delivery Agencies	Government Organisations
8. Contribution to Development Priority Areas	Aid Delivery Agencies	Education Institutes
9. Alumni Involvement in Community Development	Aid Delivery Agencies	Government Organisations
10. Achievements of Alumni	Education Institutes	Aid Delivery Agencies
11. Alumni and People-to-People Links	Education Institutes	Government Organisations
12. Alumni and Organisation-to-Organisation Links	Education Institutes	Government Organisations

Summary of Results for Alumni in the Private Sector

31. Alumni in Vietnamese companies were least likely among all alumni to say that their course was relevant to their job. However, they made very good use of their skills and knowledge in their work, and a large percentage of them have experienced changes in their employment situation. As a result of their studies, alumni working in foreign companies were most likely among the cohorts to be given a higher salary and more management and financial responsibilities. Alumni working for Vietnamese companies were most likely to have changed to a higher-ranked position. About 55% of alumni in foreign-owned companies and 54% of alumni in Vietnamese companies received a promotion within the first three years of returning. In contrast, alumni in education

institutes were least likely to experience changes in their employment situation stemming from their studies and least likely to change to a better job.

32. Alumni in the private sector made significant contributions to the management and implementation of work in their organisations. Alumni working in foreign companies were most likely to have made improvement in 4 of 7 areas of the organisation. This included improvements in procedures, processes, management systems and services. Alumni in Vietnamese companies also performed well in terms of improving their organisations. This might reflect the relatively high percentage of alumni in the private sector who reported using leadership and management skills in their work. However, alumni working in Vietnamese companies were least likely to have transferred their skills and knowledge to colleagues and they were least likely to have promoted gender equality in the work place.
33. Large percentages of alumni working in Vietnamese companies made contributions to priority development areas and community development in Vietnam. About 33% of alumni in Vietnamese companies contributed to the economic priority, 26% to education, 24% to governance and financial management, and 23% to HRD. About 51% of the alumni in foreign-owned companies contributed to economics, 21% to HRD, and 20% to governance and financial management. For the most part, alumni in the private sector contributed their skills to business organisations and community-based organisations in their volunteer work. In contrast, alumni working in government organisations contributed their skills to local governments, local and district councils, and communes.
34. Alumni working in private sector companies were least likely among alumni to have maintained contact with Australians and other alumni. Vietnamese companies were the least likely employers to have maintained links with Australian organisations. Only 23% of alumni in this employment sector said their company had a link with one or more Australian organisations, and only 11% of alumni in the sector were involved in their company's links. In contrast, 60% of alumni working in education institutes said their organisation had a link with one or more Australian institutes and 28% of alumni in the sector were involved in the organisation's links.

Relevance of Studies to Current Job

35. At least 95% of alumni in 4 of 5 employment sectors said that the skills and knowledge they acquired during their studies were either *highly relevant* or *somewhat relevant* to their current job. About 93% of alumni in the fifth sector said the same.
36. Alumni in the education sector were most likely to report that their skills and knowledge were *highly relevant* to their current job. Almost 75% of alumni working in Vietnamese universities or research institutes said their skills were *highly relevant*, while almost 70% of alumni working in aid delivery agencies said the same. The relevance of studies to alumni correlates to their use of technical or subject matter knowledge in performing their work duties. Also, for researchers, lecturers and project-based personnel in these two employment sectors, the study experience itself would be relevant to their work in Vietnam.
37. Alumni working in the private sector were the least likely to say that the skills and knowledge they acquired were *highly relevant* to their current job. Only 51% of alumni working in foreign-owned companies said their skills were *highly relevant* to their current job – meaning they were almost 50% less likely to say this than alumni working in the education sector. About 57% of alumni working in Vietnamese companies said the

same. A slightly higher but still modest percentage of alumni (61%) working in government organisations reported the same.

Table 3 Relevance of Skills and Knowledge to Current Job

	Percentage of Alumni who said their acquired skills and knowledge are relevant to their current job				
Degree of Relevance	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	63	85	79	135	253
Highly relevant	69.8%	50.6%	57.0%	60.7%	74.7%
Somewhat relevant	25.4%	44.7%	35.4%	36.3%	21.7%
A little relevant	4.8%	4.7%	6.3%	2.2%	3.6%
Not relevant at all	0.0%	0.0%	1.3%	0.7%	0.0%

Use of Skills and Knowledge in Performing Work Duties

38. Alumni in all employment sectors said that they used their skills and knowledge to a *great extent* or a *medium extent* in performing their work duties. The skills used most often by alumni in all employment sectors were: analytical and critical thinking skills, working independently, communication and time management skills.
39. Alumni working in aid delivery agencies seemed to make more use of their skills and knowledge than other alumni. They reported using 6 of 10 skills to a greater extent than alumni in all other employment sectors. They reported using another 3 of 10 skills to a greater extent than alumni in all but one other employment sector.
40. Alumni in aid delivery agencies and in education institutions were most likely to report having used their acquired technical or subject matter knowledge in performing their work duties. Alumni working in the private sector reported having used their technical or subject matter knowledge less often. Alumni in government organisations also used their subject matter knowledge less often than alumni working in education institutes and aid delivery agencies.
41. Alumni working in Vietnamese companies were mostly likely to have used their leadership skills and planning skills in their work. They were also more likely than alumni in all but one other employment sector to have used their management skills, communication skills, analytical and critical thinking skills, and English language.
42. The relevance of studies to alumni in their current jobs does not correlate with the use of skills and knowledge acquired in the performance of work duties. On the whole, alumni in Vietnamese companies made very good use of their acquired skills and knowledge even though a smaller percentage of them said their course was relevant to their job. Similarly, alumni in education institutes and government organisations made less use of a variety of skills even though large percentages reported that their studies were *highly relevant* to their jobs. A larger percentage of alumni in Vietnamese companies than education institutes said they used 8 of 10 skills in performing their work duties.
- 43.

Table 4 Use of Skills and Knowledge in Performing Work Duties

	Percentage of Alumni who said they've used their skills and knowledge in performing work duties				
Type of Skill and Knowledge	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	63	85	79	135	253
Technical/subject knowledge	88.9%	78.8%	82.3%	79.3%	91.7%
Analytical/critical thinking	98.4%	94.1%	97.5%	92.6%	95.3%
Leadership skills	85.7%	82.4%	87.3%	77.0%	71.5%
Management skills	90.5%	84.7%	88.6%	81.5%	73.9%
Communication skills	98.4%	92.9%	96.2%	94.8%	94.1%
Cross-cultural skills	92.1%	83.5%	77.2%	74.1%	77.1%
English language skills	95.2%	89.4%	92.4%	84.4%	91.7%
Planning skills	95.2%	85.9%	96.2%	92.6%	90.5%
Working independently	96.8%	96.5%	97.5%	97.0%	98.8%
Time management skills	100.0%	94.1%	96.2%	97.0%	95.3%

Influence of Studies on Employment Situation

44. A larger percentage of alumni working in the private sector than the public sector have experienced changes in their employment situation as a result of their studies. The largest percentage of alumni who experienced 5 of 7 changes was in the private sector. Alumni working in foreign companies were most likely to report that their studies resulted in them earning a higher salary, supervising more staff, and having more management and financial responsibility. Alumni working for Vietnamese companies were most likely to report changing to a higher-ranked position. These alumni said that their studies had influenced their employment situation at the same time that they were least likely to say their studies were relevant to their current job.

45. Alumni working in the public sector – education institutes and government organisations – were often the least likely to report changes to their employment situation. This was true of 6 of 7 changes. Alumni in education institutes were most likely to say that their studies were relevant to their current job, but least likely to report a change in their employment situation stemming from their studies. Generally, private sector firms were better at making use of alumni's skills and knowledge, and at rewarding them with a higher-ranked position, more pay, and increased responsibility.

Table 5 Influence of Studies on Employment Situation

	Percentage of Alumni who said their studies have influenced their employment situation				
Change in Employment Situation	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	65	85	81	137	253
Change to higher ranking position	78.5%	84.7%	86.4%	73.0%	65.2%

Earn a higher salary	84.6%	91.8%	87.7%	57.7%	59.7%
Supervise more staff	56.9%	76.5%	74.1%	60.6%	57.3%
Have more financial responsibility	58.5%	69.4%	64.2%	50.4%	37.2%
Play greater role in policy-making	69.2%	71.8%	69.1%	78.1%	54.9%
Have more operational responsibility	86.2%	80.0%	79.0%	78.1%	65.6%
More management responsibility	73.8%	84.7%	79.0%	70.1%	60.5%

Support Received from Supervisors and Colleagues

46. About 77% of alumni said their supervisors provided a great or medium level of support to the application of their skills and knowledge in their work. Still, 23% of alumni said their supervisors provided only a small level of support or none at all. Alumni reported having received good levels of support from colleagues, but supervisors provided more support. Alumni were about 45% more likely to say that their supervisors supported them *to a great extent* than their colleagues to the same extent.
47. Alumni in government organisations have received a comparatively high level of support from supervisors and colleagues alike. They received a good amount of support from both groups compared to others. Alumni working for Vietnamese organisations – whether government, education or private sector – were more likely than others to say that they had received almost equal amounts of support from both supervisors and colleagues than alumni working in foreign or international organisations.
48. Alumni in Vietnamese companies were least likely to report that they have received the support of supervisors and colleagues in the use of their skills and knowledge. More than one-third of these alumni said they received only a small level of support or no support at all. Alumni in education institutes were about 20% more likely to say their supervisors provided higher levels of support for the use of their skills and knowledge. Alumni in aid delivery agencies were about 35% more likely than alumni in Vietnamese companies to say the same.

Table 6 Support from Supervisors and Colleagues for the Use of Skills and Knowledge

	Percentage of Alumni who said they have received support of others for the use of their skills and knowledge in the work place				
Received Support From	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	63	85	79	135	253
Supervisor	82.5%	77.6%	64.6%	79.3%	77.5%
Colleagues	71.4%	67.1%	64.6%	76.3%	73.1%

Transfer of Skills and Knowledge to Colleagues

49. Alumni in education institutes were most likely to have transferred their skills and knowledge to colleagues using formal means such as training courses and seminars. Alumni in aid delivery agencies were mostly likely to have transferred their skills and knowledge by informal means. They were also more likely than alumni in all employment sectors but education to have transferred their skills and knowledge using

formal means. Table 6 contains percentages aggregated from across a range of skill areas.

50. Alumni in the private sector were least likely to have transferred their skills and knowledge to colleagues whether by formal or informal means. This might mean that alumni in the private sector were given fewer opportunities to make the transfer compared to alumni in education institutes and aid delivery agencies. In any case, private sector firms have benefitted less in terms of alumni contributing to human resources development (HRD) compared to public and not-for-profit organisations.

Table 7 Transfer of Skills and Knowledge to Colleagues in the Workplace

	Percentage of Alumni who have transferred their skills to colleagues				
Means of Transferring Skills	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Formal Means	45.2%	37.9%	40.2%	44.4%	54.7%
Informal Means	67.1%	60.0%	53.9%	60.6%	60.0%

Improvements Made to Organisations

51. Almost 94% of alumni made improvements in at least one area of their organisation in the last three years. The main areas that alumni helped to improve were procedures, programs and management systems. Alumni in each employment sector made contributions in areas of importance to their organisations. For example, a larger percentage of alumni in government organisations improved policies, while a larger percentage of alumni in private sector firms improved management systems, procedures, processes and services.
52. Overall, alumni in the private sector made significant contributions to the management and implementation of work in their organisations. This might reflect the relatively high percentage of alumni in the private sector who reported using leadership and management skills in their work. Alumni in Vietnamese companies were more likely than alumni in all employment sectors but one to make improvements in 4 of 7 areas of the organisation. The four areas they improved were management systems, procedures, policies and services.
53. Alumni in foreign-owned companies and aid delivery agencies were most likely to have made improvements in 6 of 7 areas of their organisations. These included all areas except policy development. This might suggest that foreign and international organisations are better at creating conditions that enable alumni to make their contributions.
54. The extent to which alumni make contributions in public sector organisations correlates to the relevance of their studies. Alumni in education institutes improved programs and alumni in government improved policies. Both were less likely than alumni in other employment sectors to contribute to management systems, procedures, processes and services. Alumni in education institutes were least likely to have made improvements in 4 of 7 areas. Alumni in government organisations were most likely to have improved policies and least likely to have improved services among alumni in all employment sectors.

Table 8 Improvements Made to Organisations

	Percentage of Alumni who have improved areas of their organisation				
Area of Organisation	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Management systems	37.0%	46.3%	45.1%	43.1%	30.0%
Procedures	42.5%	62.1%	43.1%	41.9%	31.7%
Processes	43.8%	52.6%	41.2%	36.9%	27.0%
Policies	32.9%	32.6%	37.3%	51.9%	25.7%
Programs	50.7%	29.5%	30.4%	30.6%	47.3%
Services	34.2%	38.9%	38.2%	31.3%	33.0%
Linkages with other orgs	41.1%	20.0%	30.4%	36.9%	30.3%

Promotion of Gender Equality

55. Alumni working in aid delivery agencies were most likely to have promoted gender equality in their organisation to a great or medium extent. This was true for alumni promoting gender equality using formal and informal means. Alumni working in government organisations were more likely to have promoted gender equality than alumni in all other employment sectors but the aid delivery agencies.
56. Alumni in Vietnamese companies and education institutes were least likely to have promoted gender equality in the work place. This might reflect the values of business organisations. Or it might reflect the view that gender equality is a foreign and technical concept, rather than a universal and integrated concern. The survey results did not clarify how alumni viewed gender equality, what promoting it meant, and what conditions enabled them to do so.

Table 9 Promotion of Gender Equality

	Percentage of Alumni who have promoted gender equality in their organisation				
Means of Promoting Gender Equality	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Formal Means	42.5%	28.4%	24.5%	31.3%	27.7%
Informal Means	56.2%	45.3%	40.2%	46.9%	35.3%

Contribution to Development Priority Areas

57. Alumni have contributed to a range of development priority areas. Alumni were most likely to have contributed to governance and financial management and economics.
58. Alumni in aid delivery agencies were most likely to have contributed to development priority areas. These alumni were more likely than alumni in other sectors to have made

contributions in 5 of 10 areas. At least 20% of alumni working in aid delivery agencies contributed to community development (45%), public health (30%), environment (30%), agriculture (27%), and governance and financial management (22%). Alumni in aid delivery agencies were less likely than other alumni to have contributed to education and HRD.

59. At least 20% of alumni working in Vietnamese companies made contributions to four development priority areas. They contributed to economics (33%), education (26%), governance and financial management (24%) and HRD (23%). They were more likely to contribute to the HRD priority than other alumni even though they were least likely to have transferred their skills to colleagues. At least 20% of alumni working in foreign-owned companies made contributions to three development priority areas, including economics (51%), HRD (21%) and governance and financial management (20%).

60. Alumni in public sector organisations contributed to development priorities in their work areas. About 53% of alumni working in government organisations contributed to the area of governance and financial management. This was the single largest percentage of alumni from any one sector contributing to any one priority. About 46% of alumni working in the education sector contributed to education. Significant numbers of alumni in education institutes contributed to a range of development areas, including agriculture (22%), environment (21%), economics (19%), governance and financial management (19%), HRD (18%), and the education sector as mentioned.

Table 10 Alumni Contribution to Development Priority Areas

	Percentage of Alumni who have contributed to development priority areas				
Development Priority Area	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Economics	13.7%	50.5%	33.3%	38.1%	19.0%
Governance & financial management	21.9%	20.0%	23.5%	53.1%	19.0%
Construction	6.8%	8.4%	5.9%	6.3%	5.0%
Environment studies	30.1%	8.4%	12.7%	18.1%	21.0%
Agriculture	27.4%	10.5%	6.9%	16.3%	22.0%
Human resources development	13.7%	21.1%	22.5%	20.0%	18.0%
Education	9.6%	15.8%	25.5%	13.8%	46.0%
Community & inclusive development	45.2%	16.8%	13.7%	11.9%	12.0 %
Human rights & transnational crime	13.7%	1.1%	2.9%	6.9%	3.0%
Public health	30.1%	8.4%	11.8%	12.5%	11.0%

Alumni Involvement in Community Development

61. Alumni were very active making contributions to community development through their volunteer work with local organisations. They tended to volunteer in local organisations that reflected their employment sector. For example, alumni working in private companies were most likely to volunteer in business organisations. About 68% of alumni working in foreign-owned companies and 59% in Vietnamese companies used their skills to a great or medium extent while volunteering in business organisations. About

25% of alumni in Vietnamese companies and 21% in foreign-owned companies used their skills in community-based organisations.

62. More than 46% of alumni working in government organisations used their skills and knowledge acquired in their volunteer work with local governments, local councils, district councils or communes. About 32% used their skills in mass organisations.
63. Alumni in aid delivery agencies were most likely among alumni to use their skills and knowledge with local organisations. About 69% of alumni in aid delivery agencies used their skills and knowledge while working with community-based organisations, about 45% with local governments, councils and communes, and about 27% with mass organisations. Alumni in education institutes were least likely to have volunteered among alumni from the different employment sectors.
64. Alumni who volunteered in local organisations used their skills and knowledge in their work duties more frequently than those who did not volunteer. On average, these alumni were 13.7% more likely than other alumni to transfer their skills and knowledge to colleagues.

Table 11 Use of Skills and Knowledge in Volunteer Work with Local Organisations

	Percentage of alumni using their skills in volunteer work with local organisations				
Type of Organisation	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Religious organisation	9.6%	5.3%	4.9%	6.9%	4.3%
Community-based organisation	68.5%	21.1%	24.5%	18.1%	21.0%
Local gov't/council/commune	45.2%	18.9%	19.6%	46.3%	37.3%
Mass organisation	27.4%	18.9%	15.7%	31.9%	28.0%
Business organisation	15.1%	68.4%	58.8%	28.8%	19.0%

Achievements of Alumni

65. Many alumni made important achievements in the first three years after they returned from their studies. By and large, their achievements reflected the expectations and reward systems of their employment sector. Alumni working in the private sector were more likely than alumni in other employment sectors to have received a promotion at work. About 55% of alumni in foreign-owned companies and 54% of alumni in Vietnamese companies received a promotion. High percentages of alumni in the private sector also changed to a better job within the first three years of returning.
66. However, alumni in the private sector were least likely to participate in a link between Vietnamese and Australian organisations, volunteer at a local organisation, and promote gender equality in their organisations. They were about 50% less likely than alumni in the public sector and aid delivery agencies to participate in a link and thereby support the Australia Awards global objective of fostering links with Australia.
67. Alumni in education institutes made achievements associated with their sector. About 44% of alumni in the education sector published an article in a journal, 29% participated in a link between Vietnamese and Australian organisations, 23% presented a paper at an international conference, 22% volunteered at a local organisation, 19% received a grant, and 12% received an award or prize related to their studies. In all of these areas, they outperformed alumni in the other employment sectors.

68. However, alumni in education institutes were much less likely to receive a promotion at work or change to a better job than alumni in the private sector.
69. Generally, alumni working in public sector organisations in Vietnam were least likely to change jobs, while alumni in foreign and international organisations were most likely among alumni in the five employment sectors.
70. The achievements of alumni in the first three years after they returned to Vietnam that were the most evenly shared across all employment sectors were (1) receiving a promotion at work, (2) returning to Australia, and (3) volunteering in a local organisation. Between 45-55% of alumni reported the former, 16-22% reported volunteering, and 4-10 % said they had returned to Australia.

Table 12 Alumni Achievements in First 3 Years of Returning to Vietnam

	Percentage of Alumni who have made achievements in first 3 years of returning				
Type of Achievement	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Receive a promotion at work	41.1%	54.7%	53.9%	49.4%	45.0%
Change to a better job	60.3%	60.0%	44.1%	25.0%	17.0%
Receive an award or prize related to their studies	9.6%	6.3%	4.9%	7.5%	12.3%
Present paper at international conference	13.7%	4.2%	7.8%	16.3%	22.7%
Publish an article in a journal	19.2%	3.2%	10.8%	23.8%	44.0%
Receive a grant	9.6%	3.2%	1.0%	8.1%	18.7%
Return to Australia	5.5%	6.3%	3.9%	10.0%	7.7%
Participate in link between Vietnamese and Australian orgs	27.4%	13.7%	13.7%	27.5%	29.0%
Promote gender equality in org	43.8%	18.9%	15.7%	25.6%	22.7%
Promote disability inclusion in org	26.0%	9.5%	4.9%	5.0%	4.3%
Volunteer at a local organisation	19.2%	16.8%	16.7%	17.5%	22.3%

Alumni and People-to-People Links

71. Alumni working in public sector organisations, such as government and education institutes, were most likely to have maintained contact with people from all listed stakeholder groups. Alumni working in private sector companies were least likely to have maintained contact with 9 of 10 stakeholder groups.
72. Generally, alumni have maintained contact with other Vietnamese alumni and with scholarship alumni from other countries. Significantly fewer alumni have maintained contact with Australians.
73. The exceptions to this rule are the 31% of alumni working in education institutes who have maintained contact with former lecturers and university staff, and the 19 to 28% of alumni in all five employment sectors who have maintained contact with their university alumni association.

Table 13 Alumni Maintain Contact with Australians and Other Alumni

	Percentage of Alumni who have maintained contact with Australians or Other Alumni				
Stakeholder Group	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	63	85	84	142	284
Other students from Vietnam	63.5%	51.8%	57.1%	66.9%	65.5%
Other AAS students	50.8%	45.9%	48.8%	56.3%	52.1%
University alumni association	27.0%	21.2%	19.0%	28.2%	23.9%
Former lecturers and staff	11.1%	4.7%	13.1%	12.0%	31.0%
Australia students	9.5%	11.8%	7.1%	14.1%	14.8%
Local communities in Australia	7.9%	7.1%	3.6%	9.2%	11.3%
Australian homestay families	4.8%	4.7%	4.8%	9.2%	10.2%
Former employer in Australia	1.6%	5.9%	4.8%	5.6%	8.1%

Alumni and Organisation-to-Organisation Links

74. Public sector organisations were more likely than private sector organisations to have maintained links with Australian organisations. About 60% of alumni working in education institutions said their organisation had a link with one or more Australian organisations. Almost 28% of alumni in the education sector were involved in the link to a great or medium extent. About 54% of alumni working in government organisations said their organisation had a link with one or more Australian organisations, and about 28% of alumni in the sector said they were involved in the link.
75. Vietnamese companies were the least likely employers to have maintained links with Australian organisations. Only 23% of alumni in this employment sector said their company had a link with one or more Australian organisations, and only 11% of alumni in the sector were involved in their company's links.
76. Alumni whose organisation had a link with an Australian organisation used their skills and knowledge more frequently than those whose organisation did not. They were also 6.1% more likely to promote gender equality to medium extent or more in their organisation. These alumni were more likely to transfer their skills and knowledge to colleagues, and experience a positive change in their employment status upon their return from Australia.

Table 14 Alumni Involvement in Linkages with Australian Organisations

	Percentage of Alumni who are involved in linkages with Australian organisations				
Linkage	Aid delivery agency	Foreign company	Vietnamese company	Government organization	Education Institute
Total answered	73	95	102	160	300
Vietnamese organisation has link with Australian org	47.9%	41.1%	22.5%	53.8%	60.0%
Alumni are involved in the link	16.4%	13.7%	10.8%	28.1%	27.7%

