



Australia Awards

Australia Awards
Global Tracer Facility

Tracer Survey
Year 3 2018-19

Bhutan Country Report
Alumni of 2011 to 2016



Tracer Survey

Outcomes Summary: Bhutan

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

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

For Bhutan, there were 379 alumni included in the target population. Responses were received from 125, a **response rate of 33 per cent**. Among these respondents, 103 were scholarship alumni and 22 were fellowship alumni.

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

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

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

- Most alumni from Bhutan (99 per cent) indicated they have passed on their skills and knowledge to others in their country on return from their award.
- 98 per cent of alumni indicated they had introduced improved practices and innovations in their work on return from their award.

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

- 57 per cent of alumni from Bhutan have maintained frequent contact with fellow alumni, while 46 per cent have frequent contact with friends in Australia and 41 per cent with Australian students/alumni.
- In terms of frequent contact with Australian organisations, 23 per cent of alumni have frequent contact with Australian institutions, 16 per cent of alumni have frequent contact with Australian businesses and 6 per cent with Australian Embassies, High Commissions or Consulates.

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

- 39 per cent of alumni from Bhutan indicated having had a professional link with an Australian organisation at some time following award.
- These links were with Australian universities, the government sector, the private sector, non-government organisations and the Australian High Commission or Consulate].

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

- Most alumni from Bhutan (97 per cent) indicated their experience in Australia positively influenced their perception of Australia.
- Most alumni (97 per cent) have provided advice to people in Bhutan about pursuing opportunities in Australia.

The Tracer Survey represented the views of a range of alumni from Bhutan. Of those who responded, **48 per cent were women and 85 per cent came from an urban location**. The largest age group represented were alumni 30 to 39 years. Among all alumni, 90 per cent were employed full-time. Of those alumni employed, **57 per cent** indicated that they hold a **formal leadership role**.

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

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



Australia Awards

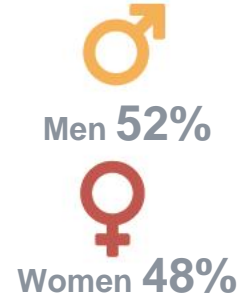
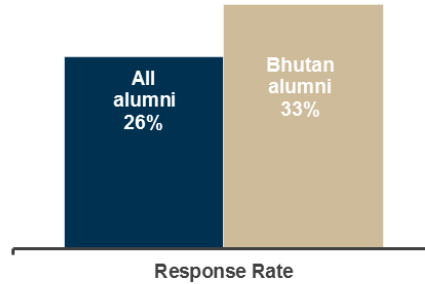
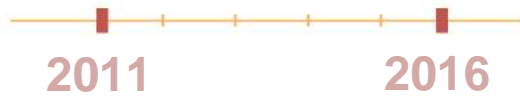
Global Tracer Facility



Tracer Survey 2018–2019 Bhutan Overview

125 Alumni from Bhutan

Alumni who completed a scholarship or fellowship between 2011 and 2016



key outcomes

99% of alumni

Passed on skills and knowledge to others



39% of alumni

Developed professional links with Australia



98% of alumni Introduced improved practices and innovations at work



97% of alumni Say their awards experience positively influenced perception of Australian skills and expertise

Percentage of alumni who often have contact with:



Host institution 23%

Friends in Australia



Australian alumni 41%



Other scholarship alumni 57%

Australian Embassy or High Commission 6%



😊 😊 alumni voices

ICT is one field wherein executives are sceptical to be part of it. Therefore, through my study and leveraging the skills of my professor in the subject matter, I organized a seminar for executives to understand their key role. It has instantly helped in owning of ICT projects or at least ensuring the role played by executives. I have also transferred my knowledge to my colleagues by helping them resolve roadblocks and most importantly in building the start-up ecosystem.

I have worked in implementing government-to-citizens services (G2C) to further improve public service delivery, and in the process, I have contributed my new ideas/suggestions and also worked on incorporating international best practices into the G2C services through process re-engineering and process learning.

I have connected the school of environment from Charles Sturt University to Ugyen Wangchuck Institute for Conservation and Environment Research (UWICE) in Bhutan. Australian students regularly visit Bhutan for environmental studies. I am also working with my supervisors and others in implementing a project in Bhutan. We worked together and obtained funding for the project from the Darwin Initiative.

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

		Alumni from Bhutan				Alumni from Bhutan		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	Count	Column N %				
Age at time of survey	Under 20 years	-	-	-	-	-	-	-	-
	20 to 29 years	2	1.9%	-	-	2	1.6%	111	3.0%
	30 to 39 years	86	83.5%	9	40.9%	95	76.0%	2134	56.8%
	40 to 49 years	14	13.6%	10	45.5%	24	19.2%	1144	30.4%
	50 to 59 years	1	1.0%	3	13.6%	4	3.2%	310	8.3%
	60 to 69 years	-	-	-	-	-	-	52	1.4%
	70 and older	-	-	-	-	-	-	6	0.2%
Year of graduation from award	2011	6	5.8%	2	9.1%	8	6.4%	382	10.1%
	2012	18	17.5%	1	4.5%	19	15.2%	546	14.5%
	2013	9	8.7%	4	18.2%	13	10.4%	631	16.7%
	2014	24	23.3%	5	22.7%	29	23.2%	657	17.4%
	2015	26	25.2%	9	40.9%	35	28.0%	881	23.4%
	2016	20	19.4%	1	4.5%	21	16.8%	671	17.8%
Have you received any other awards?	Yes	21	20.4%	2	9.1%	23	18.4%	956	25.4%
	No	82	79.6%	20	90.9%	102	81.6%	2779	73.9%
	Don't know	-	-	-	-	-	-	27	0.7%
What is your current employment status?	Employed full-time	95	92.2%	18	81.8%	113	90.4%	3297	87.7%
	Employed part-time	2	1.9%	1	4.5%	3	2.4%	155	4.1%
	Not employed	2	1.9%	-	-	2	1.6%	113	3.0%
	Retired	-	-	1	4.5%	1	0.8%	15	0.4%
	Studying	1	1.0%	1	4.5%	2	1.6%	135	3.6%
	Other (specify)	3	2.9%	1	4.5%	4	3.2%	46	1.2%
Level of leadership in relation to current job	Formal leadership role	54	56.8%	11	55.0%	65	56.5%	2080	61.9%
	Informal leadership role	37	38.9%	8	40.0%	45	39.1%	1019	30.3%
	Do not have a leadership role	4	4.2%	1	5.0%	5	4.3%	203	6.0%
	Don't know/prefer not to say	-	-	-	-	-	-	56	1.7%

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

Q: To what extent do you agree with each of these statements: I have...		Alumni from Bhutan							
		Scholarships		Fellowships		Alumni from Bhutan		All Alumni	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Passed on new skills and knowledge to others	Strongly agree	61	59.2%	12	54.5%	73	58.4%	2298	61.1%
	Agree	41	39.8%	10	45.5%	51	40.8%	1367	36.4%
	Disagree	1	1.0%	-	-	1	0.8%	44	1.2%
	Strongly disagree	-	-	-	-	-	-	13	0.3%
	Don't Know	-	-	-	-	-	-	38	1.0%
Introduced improved practices and innovations through my work	Strongly agree	62	60.2%	12	54.5%	74	59.2%	2023	53.9%
	Agree	38	36.9%	10	45.5%	48	38.4%	1571	41.8%
	Disagree	1	1.0%	-	-	1	0.8%	69	1.8%
	Strongly disagree	-	-	-	-	-	-	12	0.3%
	Don't Know	2	1.9%	-	-	2	1.6%	81	2.2%
Built networks with Australians or Australian organisations	Strongly agree	23	22.3%	3	13.6%	26	20.8%	848	22.6%
	Agree	57	55.3%	13	59.1%	70	56.0%	1892	50.4%
	Disagree	13	12.6%	5	22.7%	18	14.4%	719	19.2%
	Strongly disagree	2	1.9%	1	4.5%	3	2.4%	68	1.8%
	Don't know	8	7.8%	-	-	8	6.4%	226	6.0%
Built networks with other awardees	Strongly agree	55	53.4%	7	31.8%	62	49.6%	1683	44.9%
	Agree	44	42.7%	11	50.0%	55	44.0%	1730	46.1%
	Disagree	2	1.9%	4	18.2%	6	4.8%	251	6.7%
	Strongly disagree	-	-	-	-	-	-	21	0.6%
	Don't know	2	1.9%	-	-	2	1.6%	66	1.8%

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

		Alumni from Bhutan							
Q: How frequently are you in contact with the following groups:		Scholarships		Fellowships		Alumni from Bhutan		All Alumni	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Host Institution	Always	1	1.1%	-	-	1	0.9%	168	5.0%
	Often	23	25.3%	1	5.0%	24	21.6%	568	16.8%
	Sometimes	39	42.9%	7	35.0%	46	41.4%	1279	37.8%
	Rarely	26	28.6%	7	35.0%	33	29.7%	973	28.7%
	Never	2	2.2%	5	25.0%	7	6.3%	364	10.8%
	Don't know	-	-	-	-	-	-	34	1.0%
Fellow Australian Students	Always	4	4.4%	1	5.0%	5	4.5%	278	8.2%
	Often	36	39.6%	4	20.0%	40	36.0%	850	25.1%
	Sometimes	37	40.7%	5	25.0%	42	37.8%	1270	37.6%
	Rarely	12	13.2%	3	15.0%	15	13.5%	611	18.1%
	Never	2	2.2%	6	30.0%	8	7.2%	341	10.1%
	Don't know	-	-	1	5.0%	1	0.9%	32	0.9%
Fellow Award recipients	Always	7	7.7%	2	10.0%	9	8.1%	488	14.4%
	Often	44	48.4%	10	50.0%	54	48.6%	1219	36.1%
	Sometimes	33	36.3%	2	10.0%	35	31.5%	1151	34.1%
	Rarely	6	6.6%	6	30.0%	12	10.8%	389	11.5%
	Never	1	1.1%	-	-	1	0.9%	115	3.4%
	Don't know	-	-	-	-	-	-	17	0.5%
Professional associations or Australian businesses operating in Australia/your home country	Always	1	1.1%	-	-	1	0.9%	104	3.1%
	Often	15	16.7%	2	10.0%	17	15.5%	359	10.6%
	Sometimes	32	35.6%	2	10.0%	34	30.9%	834	24.7%
	Rarely	28	31.1%	8	40.0%	36	32.7%	989	29.3%
	Never	12	13.3%	8	40.0%	20	18.2%	984	29.2%
	Don't know	2	2.2%	-	-	2	1.8%	105	3.1%
Australian Embassy, High Commission or Consulate	Always	2	2.2%	-	-	2	1.8%	85	2.5%
	Often	4	4.4%	1	5.0%	5	4.5%	251	7.4%
	Sometimes	9	10.0%	1	5.0%	10	9.1%	775	23.0%
	Rarely	32	35.6%	7	35.0%	39	35.5%	1119	33.2%
	Never	39	43.3%	11	55.0%	50	45.5%	1092	32.4%
	Don't know	4	4.4%	-	-	4	3.6%	50	1.5%
Friends in Australia	Always	13	14.4%	1	5.0%	14	12.7%	426	12.6%
	Often	32	35.6%	5	25.0%	37	33.6%	921	27.3%
	Sometimes	39	43.3%	7	35.0%	46	41.8%	1232	36.6%
	Rarely	4	4.4%	4	20.0%	8	7.3%	551	16.4%
	Never	2	2.2%	2	10.0%	4	3.6%	219	6.5%
	Don't know	-	-	1	5.0%	1	0.9%	21	0.6%

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

Q: As a result of your Australia Award, have you developed professional links with Australian organisations?		Alumni from Bhutan				Alumni from Bhutan		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	Count	Column N %				
Professional links	Developed professional links	38	40.9%	6	30.0%	44	38.9%	1513	44.2%
	Did not develop professional links	40	43.0%	13	65.0%	53	46.9%	1583	46.2%
	Don't Know	15	16.1%	1	5.0%	16	14.2%	330	9.6%
Types of professional links with Australian organisations*	Public sector	6	15.8%	1	16.7%	7	15.9%	336	22.4%
	Private Sector	3	7.9%	-	-	3	6.8%	150	10.0%
	Universities	22	57.9%	3	50.0%	25	56.8%	740	49.3%
	Non-Government Organisations	3	7.9%	1	16.7%	4	9.1%	137	9.1%
	Australian High Commission or Consulates	1	2.6%	-	-	1	2.3%	30	2.0%
	Other or don't know	3	7.9%	1	16.7%	4	9.1%	108	7.2%

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

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

Q: To what extent did your experience during your award influence your perception of the following:		Alumni from Bhutan						All Alumni	
		Scholarships		Fellowships		Alumni from Bhutan			
		Count	Column N %	Count	Column N %	Count	Column N %		
Australia as a country	Much more positive	82	91.1%	17	89.5%	99	90.8%	2825	84.6%
	Slightly more positive	5	5.6%	2	10.5%	7	6.4%	406	12.2%
	No change	2	2.2%	-	-	2	1.8%	84	2.5%
	Slightly more negative	-	-	-	-	-	-	13	0.4%
	Much more negative	-	-	-	-	-	-	-	-
	Don't know	1	1.1%	-	-	1	0.9%	13	0.4%
Australian people	Much more positive	72	80.0%	19	100.0%	91	83.5%	2497	74.8%
	Slightly more positive	14	15.6%	-	-	14	12.8%	626	18.7%
	No change	4	4.4%	-	-	4	3.7%	152	4.6%
	Slightly more negative	-	-	-	-	-	-	37	1.1%
	Much more negative	-	-	-	-	-	-	1	0.0%
	Don't know	-	-	-	-	-	-	26	0.8%
The knowledge skills and expertise of Australians	Much more positive	74	82.2%	19	100.0%	93	85.3%	2532	75.9%
	Slightly more positive	12	13.3%	-	-	12	11.0%	642	19.2%
	No change	4	4.4%	-	-	4	3.7%	118	3.5%
	Slightly more negative	-	-	-	-	-	-	19	0.6%
	Much more negative	-	-	-	-	-	-	2	0.1%
	Don't know	-	-	-	-	-	-	24	0.7%
Have provided advice to people from home country in relation to pursuing opportunities in Australia	Yes	90	100.0%	16	84.2%	106	97.2%	3245	97.3%
	No	-	-	2	10.5%	2	1.8%	74	2.2%
	Don't know	-	-	1	5.3%	1	0.9%	17	0.5%

