

Australia Awards

Global Tracer Facility

Tracer Survey

Year

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Botswana

Country Report

Alumni of

2011

to

2016

Tracer Survey

# Outcomes Summary: Botswana

This country report details the responses of alumni from **Botswana** 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 Botswana.

For Botswana, there were 102 alumni included in the target population. Responses were received from 33, a **response rate of 32** **per cent**. Among these respondents, 26 were scholarship alumni and seven 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 Botswana. 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 Botswana (97 per cent) indicated they have passed on their skills and knowledge to others in their country on return from their award.
* 97 per cent of alumni indicated they had introduced improved practices and innovations in their work on return from their award.

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

* 74 per cent of alumni from Botswana have maintained frequent contact with fellow alumni, while 63 per cent have frequent contact with friends in Australia and 58 per cent with Australian students/alumni.
* In terms of frequent contact with Australian organisations, 13 per cent of alumni have frequent contact with Australian institutions, 19 per cent of alumni have frequent contact with Australian businesses and 3 per cent with Australian Embassies, High Commissions or Consulates.

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

* 45 per cent of alumni from Botswana indicated having had a professional link with an Australian organisation at some time following award.
* These links were with Australian universities, the government sector and non-government organisations.

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

* Most alumni from Botswana (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 Botswana about pursuing opportunities in Australia.

The Tracer Survey represented the views of a range of alumni from Botswana. Of those who responded, **64 per cent were women and 79** **per cent came from an urban location**. The largest age group represented were alumni 30 to 39 years. Among all alumni, 94 per cent were employed full-time. Of those alumni employed, **71 per cent** indicatedthat 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 Botswana 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](http://www.australiaawardstracerfacility.org/)

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| --- | --- | --- | --- |
| |  | | --- | | *In the histology lab, the stained sections of biopsies are read by pathologists who then produce a report. When I joined work after my studies, I found the routine stain procedure to have been poor. Due to my better understanding of the stain acquired in the course I changed some elements of the staining procedure and obtained results that pathologists are now extremely happy about. There was a reported case which was restained using the new protocol and the diagnosis changed as well. This means accurate diagnosis and improved patient care.* | | |  | | --- | | *I advised on the revision of policies. Our policies are old and do not cover many things which can improve the lives of people with disability. The policies are to be revised which we discussed with our leaders. Lack of facilities for people with disabilities was one issue we discussed and contributed in the specifications of the upcoming new rehabilitation hospital, the first of its kind in the country.* | |
| |  | | --- | | *I have friends in Australia, including my lecturer. If I have challenges or need a scientific opinion I always contact them. I use Australian organisations' websites to get professional information to improve work policies and practices.* | |



**Tracer Survey 2018**

**–**

**2019**

**Botswana**

**Overview**

**33**

**Alumni from**

**Botswana**

Alumni who completed a scholarship or

fellowship between

2011

and 20

16

**2011**

**2016**

**Men**

**%**

**36**

**W**

**omen**

**64**

**%**

**97**

**%**

**of alumni**

Passed on skills

and knowledge

to others

**%**

**97**

**of alumni**

Introduced improved

pract

ices and

innovations at work

**45**

**%**

**of alumni**

Developed professional

links with Australia

**%**

**97**

**of alumni**

Say their awards experience

positively influenced perception

of Australian skills and expertise

Host

institution

**13**

**%**

Other scholarship

alumni

**74**

**%**

Friends in

Australia

**63**

**%**

Australian

alumni

**%**

**58**

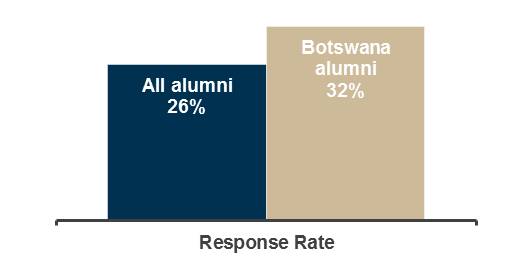
Australian

Embassy or

High Commission

**3**

**%**



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

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Alumni from Botswana | | | |  |  |  | |
| Scholarships | | Fellowships | | Alumni from Botswana | | All Alumni | |
| Count | Column N % | Count | Column N % | Count | Column N % | Count | Column N % |
| Age at time of survey | Under 20 years | - | - | - | - | - | - | - | - |
| 20 to 29 years | - | - | - | - | - | - | 111 | 3.0% |
| 30 to 39 years | 16 | 61.5% | 2 | 28.6% | 18 | 54.5% | 2134 | 56.8% |
| 40 to 49 years | 10 | 38.5% | 1 | 14.3% | 11 | 33.3% | 1144 | 30.4% |
| 50 to 59 years | - | - | 4 | 57.1% | 4 | 12.1% | 310 | 8.3% |
| 60 to 69 years | - | - | - | - | - | - | 52 | 1.4% |
| 70 and older | - | - | - | - | - | - | 6 | 0.2% |
| Year of graduation from award | 2011 | 4 | 15.4% | 2 | 28.6% | 6 | 18.2% | 382 | 10.1% |
| 2012 | 2 | 7.7% | 4 | 57.1% | 6 | 18.2% | 546 | 14.5% |
| 2013 | 6 | 23.1% | 1 | 14.3% | 7 | 21.2% | 631 | 16.7% |
| 2014 | 4 | 15.4% | - | - | 4 | 12.1% | 657 | 17.4% |
| 2015 | 4 | 15.4% | - | - | 4 | 12.1% | 881 | 23.4% |
| 2016 | 6 | 23.1% | - | - | 6 | 18.2% | 671 | 17.8% |
| Have you received any other awards? | Yes | 5 | 19.2% | 3 | 42.9% | 8 | 24.2% | 956 | 25.4% |
| No | 21 | 80.8% | 4 | 57.1% | 25 | 75.8% | 2779 | 73.9% |
| Don't know | - | - | - | - | - | - | 27 | 0.7% |
| What is your current employment status? | Employed full-time | 25 | 96.2% | 6 | 85.7% | 31 | 93.9% | 3297 | 87.7% |
| Employed part-time | - | - | 1 | 14.3% | 1 | 3.0% | 155 | 4.1% |
| Not employed | - | - | - | - | - | - | 113 | 3.0% |
| Retired | - | - | - | - | - | - | 15 | 0.4% |
| Studying | 1 | 3.8% | - | - | 1 | 3.0% | 135 | 3.6% |
| Other (specify) | - | - | - | - | - | - | 46 | 1.2% |
| Level of leadership in relation to current job | Formal leadership role | 20 | 80.0% | 2 | 33.3% | 22 | 71.0% | 2080 | 61.9% |
| Informal leadership role | 5 | 20.0% | 4 | 66.7% | 9 | 29.0% | 1019 | 30.3% |
| Do not have a leadership role | - | - | - | - | - | - | 203 | 6.0% |
| Don't know/prefer not to say | - | - | - | - | - | - | 56 | 1.7% |

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

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Alumni from Botswana | | | |  |  |  | |
| **Q**: To what extent do you agree with each of these statements:  I have… | | Scholarships | | Fellowships | | Alumni from Botswana | | All Alumni | |
| Count | Column N % | Count | Column N % | Count | Column N % | Count | Column N % |
| Passed on new skills and knowledge to others | Strongly agree | 15 | 57.7% | 4 | 57.1% | 19 | 57.6% | 2298 | 61.1% |
| Agree | 11 | 42.3% | 2 | 28.6% | 13 | 39.4% | 1367 | 36.4% |
| Disagree | - | - | 1 | 14.3% | 1 | 3.0% | 44 | 1.2% |
| Strongly disagree | - | - | - | - | - | - | 13 | 0.3% |
| Don't Know | - | - | - | - | - | - | 38 | 1.0% |
| Introduced improved practices and innovations through my work | Strongly agree | 10 | 38.5% | 4 | 57.1% | 14 | 42.4% | 2023 | 53.9% |
| Agree | 16 | 61.5% | 2 | 28.6% | 18 | 54.5% | 1571 | 41.8% |
| Disagree | - | - | 1 | 14.3% | 1 | 3.0% | 69 | 1.8% |
| Strongly disagree | - | - | - | - | - | - | 12 | 0.3% |
| Don't Know | - | - | - | - | - | - | 81 | 2.2% |
| Built networks with Australians or Australian organisations | Strongly agree | 3 | 11.5% | 1 | 14.3% | 4 | 12.1% | 848 | 22.6% |
| Agree | 12 | 46.2% | 3 | 42.9% | 15 | 45.5% | 1892 | 50.4% |
| Disagree | 9 | 34.6% | 3 | 42.9% | 12 | 36.4% | 719 | 19.2% |
| Strongly disagree | - | - | - | - | - | - | 68 | 1.8% |
| Don't know | 2 | 7.7% | - | - | 2 | 6.1% | 226 | 6.0% |
| Built networks with other awardees | Strongly agree | 15 | 57.7% | 3 | 42.9% | 18 | 54.5% | 1683 | 44.9% |
| Agree | 10 | 38.5% | 2 | 28.6% | 12 | 36.4% | 1730 | 46.1% |
| Disagree | 1 | 3.8% | 2 | 28.6% | 3 | 9.1% | 251 | 6.7% |
| Strongly disagree | - | - | - | - | - | - | 21 | 0.6% |
| Don't know | - | - | - | - | - | - | 66 | 1.8% |

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

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Alumni from Botswana | | | |  |  |  | |
| **Q**: How frequently are you in contact with the following groups: | | Scholarships | | Fellowships | | Alumni from Botswana | | All Alumni | |
| Count | Column N % | Count | Column N % | Count | Column N % | Count | Column N % |
| Host Institution | Always | 2 | 8.3% | - | - | 2 | 6.5% | 168 | 5.0% |
| Often | 2 | 8.3% | - | - | 2 | 6.5% | 568 | 16.8% |
| Sometimes | 13 | 54.2% | 3 | 42.9% | 16 | 51.6% | 1279 | 37.8% |
| Rarely | 6 | 25.0% | 3 | 42.9% | 9 | 29.0% | 973 | 28.7% |
| Never | 1 | 4.2% | 1 | 14.3% | 2 | 6.5% | 364 | 10.8% |
| Don’t know | - | - | - | - | - | - | 34 | 1.0% |
| Fellow Australian Students | Always | 7 | 29.2% | 1 | 14.3% | 8 | 25.8% | 278 | 8.2% |
| Often | 8 | 33.3% | 2 | 28.6% | 10 | 32.3% | 850 | 25.1% |
| Sometimes | 7 | 29.2% | 2 | 28.6% | 9 | 29.0% | 1270 | 37.6% |
| Rarely | 1 | 4.2% | - | - | 1 | 3.2% | 611 | 18.1% |
| Never | 1 | 4.2% | 2 | 28.6% | 3 | 9.7% | 341 | 10.1% |
| Don’t know | - | - | - | - | - | - | 32 | 0.9% |
| Fellow Award recipients | Always | 10 | 41.7% | 1 | 14.3% | 11 | 35.5% | 488 | 14.4% |
| Often | 11 | 45.8% | 1 | 14.3% | 12 | 38.7% | 1219 | 36.1% |
| Sometimes | 2 | 8.3% | 3 | 42.9% | 5 | 16.1% | 1151 | 34.1% |
| Rarely | 1 | 4.2% | 1 | 14.3% | 2 | 6.5% | 389 | 11.5% |
| Never | - | - | 1 | 14.3% | 1 | 3.2% | 115 | 3.4% |
| Don’t know | - | - | - | - | - | - | 17 | 0.5% |
| Professional associations or  Australian businesses operating in  Australia/your home country | Always | - | - | 1 | 14.3% | 1 | 3.2% | 104 | 3.1% |
| Often | 5 | 20.8% | - | - | 5 | 16.1% | 359 | 10.6% |
| Sometimes | 5 | 20.8% | 2 | 28.6% | 7 | 22.6% | 834 | 24.7% |
| Rarely | 9 | 37.5% | 2 | 28.6% | 11 | 35.5% | 989 | 29.3% |
| Never | 5 | 20.8% | 2 | 28.6% | 7 | 22.6% | 984 | 29.2% |
| Don’t know | - | - | - | - | - | - | 105 | 3.1% |
| Australian Embassy, High Commission or Consulate | Always | - | - | - | - | - | - | 85 | 2.5% |
| Often | 1 | 4.2% | - | - | 1 | 3.2% | 251 | 7.4% |
| Sometimes | 8 | 33.3% | 2 | 28.6% | 10 | 32.3% | 775 | 23.0% |
| Rarely | 4 | 16.7% | 2 | 28.6% | 6 | 19.4% | 1119 | 33.2% |
| Never | 11 | 45.8% | 3 | 42.9% | 14 | 45.2% | 1092 | 32.4% |
| Don’t know | - | - | - | - | - | - | 50 | 1.5% |
| Friends in Australia | Always | 8 | 33.3% | 2 | 33.3% | 10 | 33.3% | 426 | 12.6% |
| Often | 9 | 37.5% | - | - | 9 | 30.0% | 921 | 27.3% |
| Sometimes | 6 | 25.0% | 2 | 33.3% | 8 | 26.7% | 1232 | 36.6% |
| Rarely | 1 | 4.2% | 1 | 16.7% | 2 | 6.7% | 551 | 16.4% |
| Never | - | - | 1 | 16.7% | 1 | 3.3% | 219 | 6.5% |
| Don’t know | - | - | - | - | - | - | 21 | 0.6% |

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

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Q**: As a result of your Australia Award, have you developed professional links with Australian organisations? | | Scholarships  Count Column N % | | Alumni from Botswana  Fellowships  Count Column N % | | Alumni from Botswana  Count Column N % | | All Alumni  Count Column N % | |
|  | Developed professional links | 10 | 41.7% | 4 | 57.1% | 14 | 45.2% | 1513 | 44.2% |
| Did not develop professional links | 13 | 54.2% | 3 | 42.9% | 16 | 51.6% | 1583 | 46.2% |
| Don't Know | 1 | 4.2% | - | - | 1 | 3.2% | 330 | 9.6% |
| Types of professional links with Australian organisations\* | Public sector | 1 | 10.0% | - | - | 1 | 7.1% | 336 | 22.4% |
| Private Sector | - | - | - | - | - | - | 150 | 10.0% |
| Universities | 8 | 80.0% | 3 | 75.0% | 11 | 78.6% | 740 | 49.3% |
| Non-Government Organisations | - | - | 1 | 25.0% | 1 | 7.1% | 137 | 9.1% |
| Australian High Commission or Consulates | - | - | - | - | - | - | 30 | 2.0% |
| Other or don't know | 1 | 10.0% | - | - | 1 | 7.1% | 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 Botswana and All alumni - Outcome 4**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Alumni from Botswana | | | |  |  |  | |
| **Q**: To what extent did your experience during your award influence your perception of the following: | | Scholarships | | Fellowships | | Alumni from Botswana | | All Alumni | |
| Count | Column N % | Count | Column N % | Count | Column N % | Count | Column N % |
| Australia as a country | Much more positive | 22 | 91.7% | 5 | 83.3% | 27 | 90.0% | 2825 | 84.6% |
| Slightly more positive | 2 | 8.3% | - | - | 2 | 6.7% | 406 | 12.2% |
| No change | - | - | 1 | 16.7% | 1 | 3.3% | 84 | 2.5% |
| Slightly more negative | - | - | - | - | - | - | 13 | 0.4% |
| Much more negative | - | - | - | - | - | - | - | - |
| Don't know | - | - | - | - | - | - | 13 | 0.4% |
| Australian people | Much more positive | 21 | 87.5% | 4 | 66.7% | 25 | 83.3% | 2497 | 74.8% |
| Slightly more positive | 2 | 8.3% | 1 | 16.7% | 3 | 10.0% | 626 | 18.7% |
| No change | - | - | 1 | 16.7% | 1 | 3.3% | 152 | 4.6% |
| Slightly more negative | 1 | 4.2% | - | - | 1 | 3.3% | 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 | 24 | 100.0% | 5 | 83.3% | 29 | 96.7% | 2532 | 75.9% |
| Slightly more positive | - | - | 1 | 16.7% | 1 | 3.3% | 642 | 19.2% |
| No change | - | - | - | - | - | - | 118 | 3.5% |
| Slightly more negative | - | - | - | - | - | - | 19 | 0.6% |
| Much more negative | - | - | - | - | - | - | 2 | 0.1% |
| Don't know | - | - | - | - | - | - | 24 | 0.7% |
| Have provided advice to people from home country in relation to pursuing opportunities in Australia | Yes | 24 | 100.0% | 5 | 83.3% | 29 | 96.7% | 3245 | 97.3% |
| No | - | - | 1 | 16.7% | 1 | 3.3% | 74 | 2.2% |
| Don't know | - | - | - | - | - | - | 17 | 0.5% |

