



Australia Awards

Australia Awards
Global Tracer Facility

Tracer Survey
Year 3 2018-19

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.

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** 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 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



Australia Awards

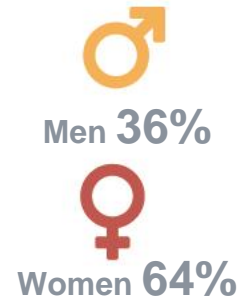
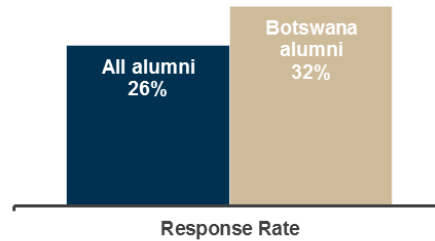
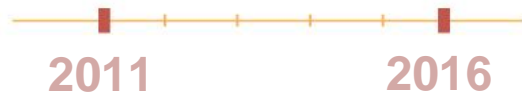
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Tracer Survey 2018–2019 Botswana Overview

33 Alumni from Botswana

Alumni who completed a scholarship or fellowship between 2011 and 2016



key outcomes

97% of alumni

Passed on skills and knowledge to others



45% of alumni

Developed professional links with Australia



97% 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
13%

Friends in Australia



Australian alumni
58%



Other scholarship alumni
74%

Australian Embassy or High Commission
3%



😊 😊 alumni voices

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.

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

		Alumni from Botswana				Alumni from Botswana		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	Count	Column N %				
Age at time of survey	Under 20 years	-	-	-	-	-	-	-	-
	20 to 29 years	-	-	-	-	-	-	111	3.0%
	30 to 39 years	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

Q: To what extent do you agree with each of these statements: I have...		Alumni from Botswana						All Alumni	
		Scholarships		Fellowships		Alumni from Botswana			
		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?		Alumni from Botswana				Alumni from Botswana		All Alumni	
		Scholarships		Fellowships		Count	Column N %	Count	Column N %
		Count	Column N %	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

Q: To what extent did your experience during your award influence your perception of the following:		Alumni from Botswana						All Alumni	
		Scholarships		Fellowships		Alumni from Botswana			
		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%

