

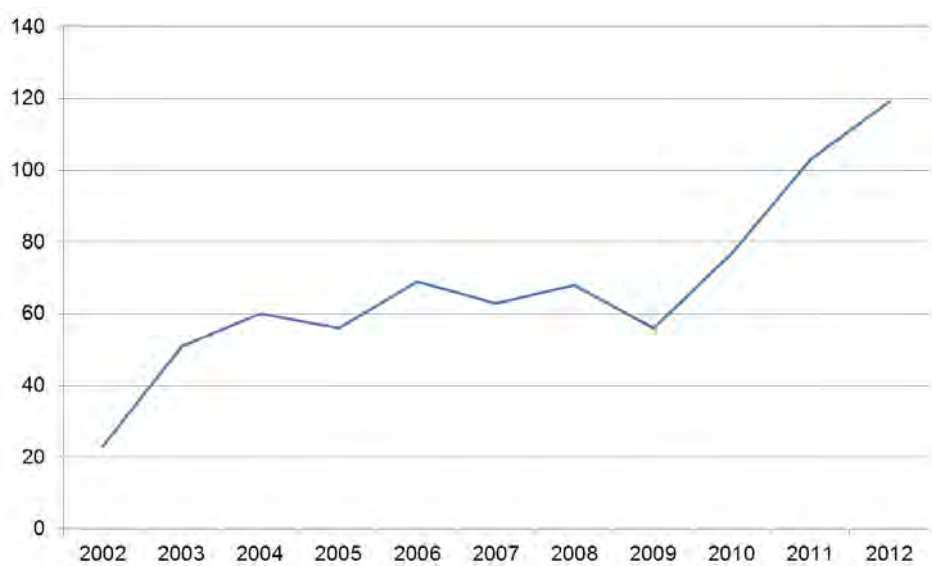
## Chapter 1 Commonwealth Professional Fellows: who are they and what do they do?

### Professional Fellowships 2002-2012

As part of this review process, the CSC Evaluation Team undertook a brief analysis of information held from the start of the Professional Fellowship scheme in 2002 to date, covering Fellowships held from 2002 to 2012 inclusive, although the new Professional Fellows survey was sent only to Fellows who held an award between 2008 and 2011 and who as such had not been included in other evaluation survey exercises.<sup>1</sup>

As shown in Figure 1, a total of 745 awards were taken up from 2002 to 2012, with the highest annual number of awards (119) taken up in 2012. The general increase in the number of awards highlights the CSC's recognition of the positive impacts that Professional Fellowships have at the individual and institutional level, despite their relatively short length of tenure.

**Figure 1 Professional Fellowships 2002-2012, by year**



### Gender

The data also shows that, while not at parity, the gender breakdown of Professional Fellowships is closer to it than some other programmes. As Figure 2 illustrates, men have held 427 of the 745 Fellowships offered to date (57%), while women have held 318 (43%).

<sup>1</sup> It should be noted that, due to the CSC funding cycle, the Professional Fellowship scheme begins in April each year. For example, Fellows in the 2012 cohort year will have started their award between April 2012-March 2013 and therefore, although some Fellows technically commenced their award in 2013, they are still counted in the 2012 cohort.

**Figure 2 Professional Fellowships 2002-2012, by gender**

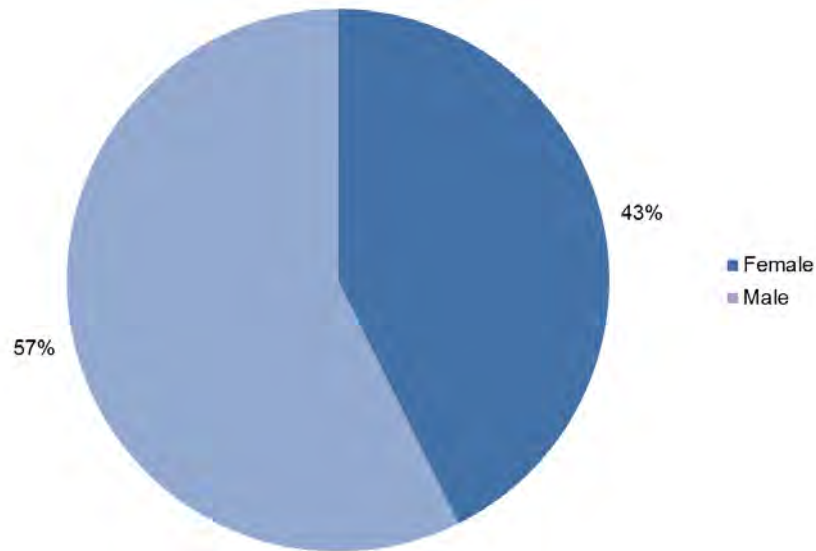
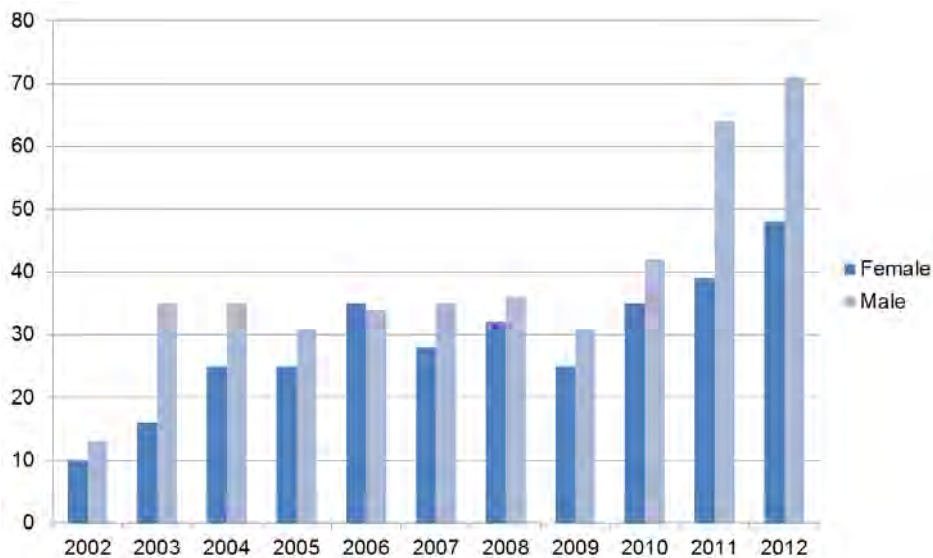


Figure 3 and Table 1 highlight the gender breakdown of awards between 2002 and 2012. Though more women than before have been awarded Fellowships in terms of actual numbers, there have been inconsistencies in the female to male ratio over the years. In 2010, 45% of Professional Fellows were female, meeting both the CSC's and DFID's business case targets. However, in 2011, this dropped to 38% before increasing to 40% in the last year for which we have complete data, 2012.

**Figure 3 Professional Fellowships 2002-2012, by gender and year**

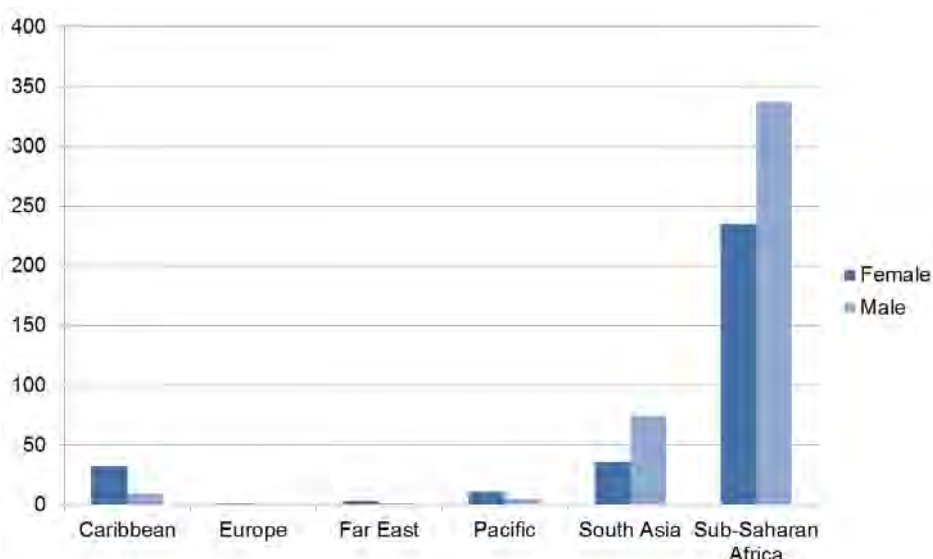


**Table 1 Professional Fellowships 2002-2012 – gender breakdown**

Award year	Female (n)	% Female	Male (n)	% Male	Total (n)
2002	10	43	13	57	23
2003	16	31	35	69	51
2004	25	42	35	58	60
2005	25	45	31	55	56
2006	35	51	34	49	69
2007	28	44	35	56	63
2008	32	47	36	53	68
2009	25	45	31	55	56
2010	35	45	42	55	77
2011	39	38	64	62	103
2012	48	40	71	60	119
<b>Total</b>	<b>318</b>	<b>43</b>	<b>427</b>	<b>57</b>	<b>745</b>

Figure 4 shows South Asia has the largest disparity between male and female Professional Fellows, with 67% (74) and 33% (36) respectively. Sub-Saharan Africa also has a fairly large disparity, with 59% (337) of award holders being male, and 41% (235) female. There is also a disparity in the Caribbean, although it is women with the largest share of awards with 76% (32) of awards, while males hold 24% (10).

**Figure 4 Professional Fellowships 2002-2012, by gender and region**



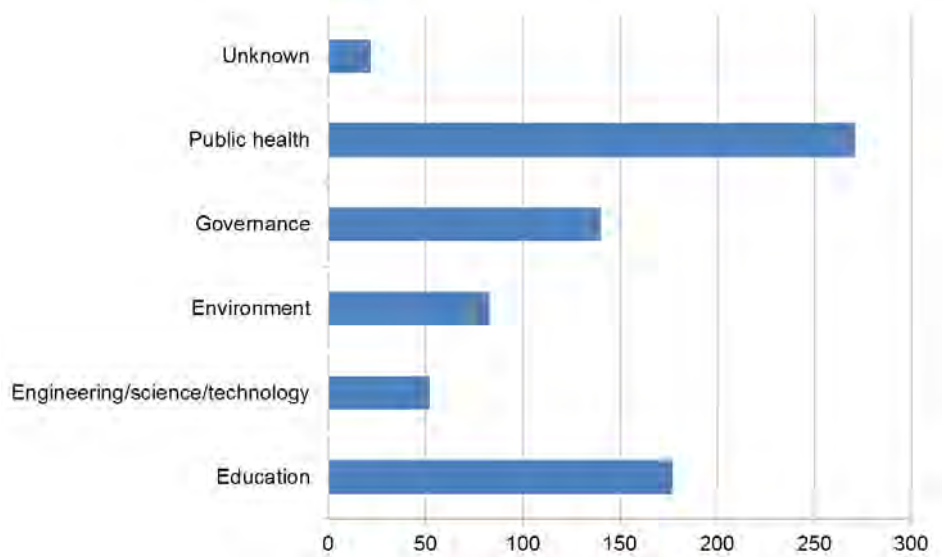
### Region

Figure 4 also highlights the regional breakdown of award holders and shows that the vast majority of Professional Fellows (572, 77%) come from a sub-Saharan African country, with 110 (15%) from South Asia. This further reflects the CSC’s emphasis on ensuring that awards have an impact on development in low income countries.

### Sector

Professional Fellows work in a variety of different sectors, which have historically been coded in our records as education, engineering/science/technology, environment, governance, and public health. Chapter 5 provides some specific examples of the kind of activities our Fellows undertake within these sectors. Figure 5 below shows the breakdown of awards by sector. Public health is the most common, with a third (271, 36%) of Fellowships in this area, followed by Education, with almost a quarter of all Fellowships held (177, 24%).

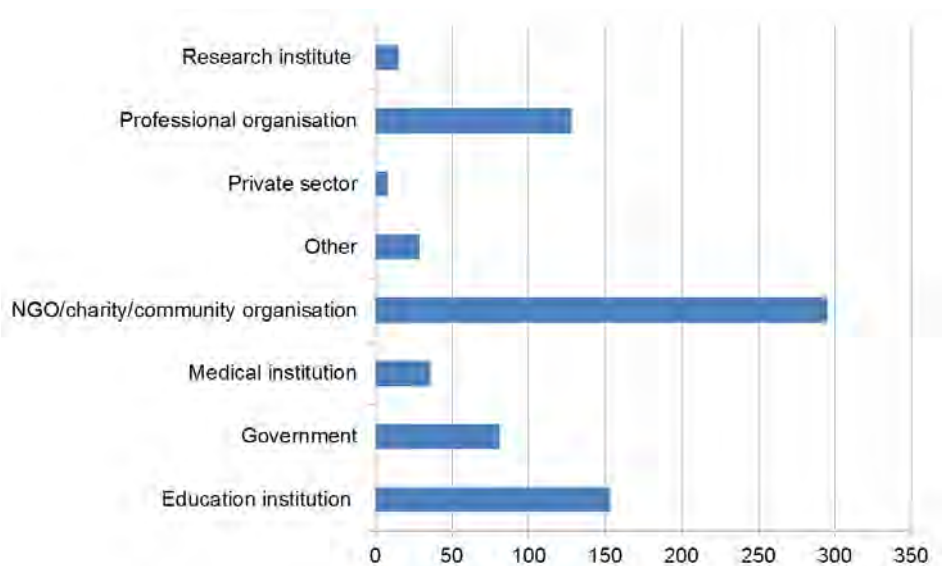
**Figure 5 Professional Fellowships 2002-2012, by sector**



**Nominator category**

Connected to the sector our Fellows held awards in is the kind of organisation that nominated them for the Fellowship. Figure 6 represents the spread of nominator categories. Nominators are organisations that nominate Professional Fellows for the scheme and in the vast majority of cases also host the Fellows in the UK. Nominator categories have been coded by the following types: education institution, government, medical institution, NGO/charity/community organisations, private sector, professional organisation, research institute, and other. The chart shows that 40% (295) of nominators fall under the category of NGO/charity/community organisation, while 21% (153) are an education institution. A number of Fellows (128, 17%) undertook their Fellowship within a professional organisation.

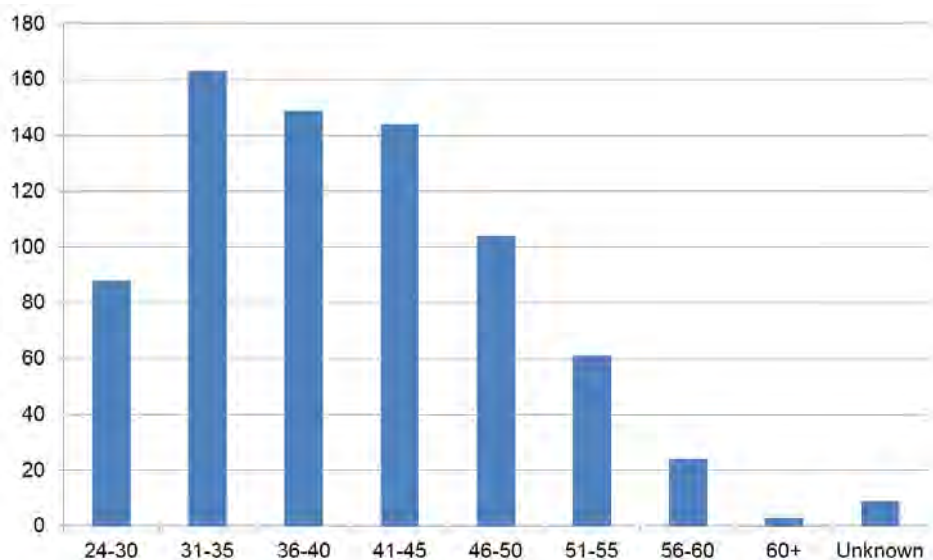
**Figure 6 Professional Fellowships 2002-2012, by nominator category**



**Age**

The majority of Professional Fellows are between the ages of 31-40 as outlined in Figure 7 below. This reflects the scheme’s mandate of selecting mid-career professionals to participate in the programme. 22% (163) of Professional Fellows for whom we hold data fall in the age group of 31-35, while 20% (149) are in the age range of 36-40.

**Figure 7 Professional Fellowships 2002-2012, by age**



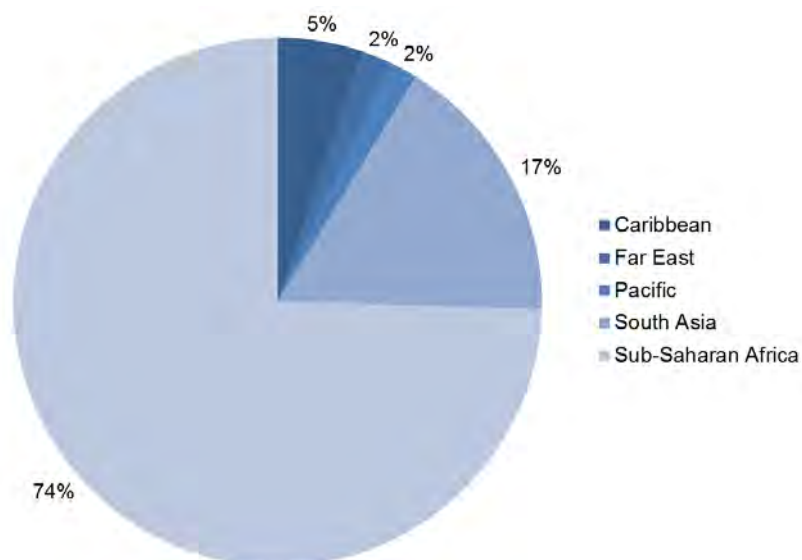
### Professional Fellows 2008-2011: survey results and analysis

In this section we consider the responses of a subset of Professional Fellows who were sent an evaluation survey in 2013. As an earlier survey has allowed for the participation of Professional Fellows holding awards prior to 2007 in our impact evaluation work,<sup>2</sup> a new survey was sent electronically to 303 Fellows who held an award between 2008 and 2011. Of the 303 emails sent, there were 25 bounces, bringing the total survey population to 278. The response rate was 41%, with a total of 114 Fellows completing the survey, which is a vast improvement on the response rate of 9% in the 2012 annual survey that was sent to Professional Fellows who undertook an award in either 2002 or 2007, as part of the wider alumni evaluation exercise.

#### Survey section 1: who are the respondents?

Figure 8 shows that the vast majority (74%) of Professional Fellows who responded to the survey are citizens of countries in sub-Saharan Africa. This figure is no surprise given that the majority (77%) of the total population of Professional Fellows come from a Sub-Saharan African country. Although not explicit, this is a reflection of both the CSC's and DFID's commitment to have development impact in low income countries.

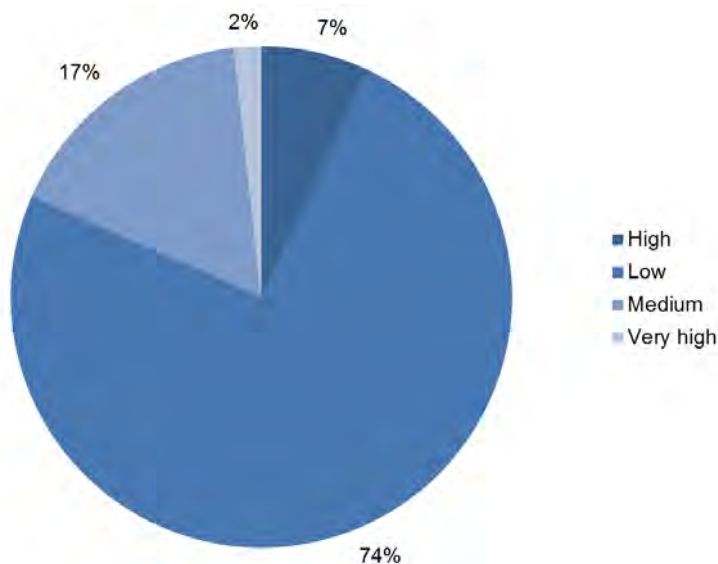
**Figure 8 Professional Fellowships 2008-2011 survey respondents, by region of citizenship**



<sup>2</sup> See Commonwealth Scholarship Commission in the United Kingdom, *Evaluating Commonwealth Scholarships in the United Kingdom: Assessing impact in key priority areas* (2009) < <http://cscuk.dfid.gov.uk/2009/06/assessing-impact-in-key-priority-areas>>

Figure 9 illustrates that, although emphasis is given to providing awards to candidates from low income countries, and thus survey respondents mostly come from lower income countries, survey respondents also came from countries with a medium HDI ranking, as well as a small number from countries ranked as high/very high. This reflects the CSC's focus on development impact and the nominating routes of the programme rather than operating country quotas.<sup>3</sup>

**Figure 9 Professional Fellowships 2008-2011 survey respondents, by HDI ranking of citizenship countries**



95% of survey respondents are currently residing in their home region. Table 2 shows a regional breakdown. The brackets indicate the total population, and the percentages calculated are based on those totals. The figures presented are positive in the sense that they fulfil the CSC's expectation that Fellows will return home upon completion of their award to effect change in their respective countries or region.

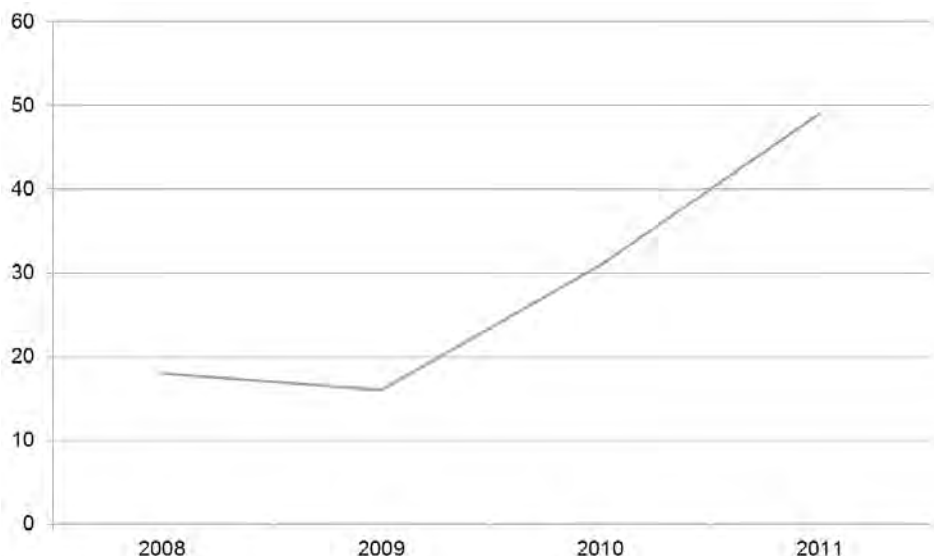
**Table 2 Professional Fellowships 2008-2011 survey respondents working in their home region**

Region	Respondents working in home region	% of region total
Caribbean (n=6)	6	100
Far East (n=2)	2	100
Pacific (n=2)	0	0
South Asia (n=19)	18	95
Sub-Saharan Africa (n=85)	82	96.5

As was expected, the majority of survey respondents (43%) undertook their Professional Fellowship in the year 2011, as highlighted in Figure 10. As this particular survey was a one-off retrospective study, response rates for 2008 and 2009 Fellows were anticipated to be low, due to the time elapsed since completion of their award. Going forward, methods have been implemented that will survey Fellows much sooner after they have completed their award, which will hopefully increase survey responses.

<sup>3</sup> Source: United Nations Development Programme, *Human Development Report 2013* (2013)

**Figure 10 Professional Fellowships 2008-2011 survey respondents, by year of award**



46% of respondents to this survey were female, showing an improvement on the CSC's main alumni survey, which in the same year had a survey population consisting of 37% women. This is particularly positive for the Professional Fellowship scheme, as in the past overall response rates have been low, especially amongst women.

Survey respondents were also asked what their primary focus of work was. Due to the cross-sectional nature of many fields, Fellows were given the option of choosing multiple areas. Table 3 shows the number of times an area of work was chosen, and therefore exceeds the total population survey (114) as some respondents ticked multiple responses. Public health (33, 29%) was the most popular area for respondents from this cohort.

**Table 3 Professional Fellowships 2008-2011 survey respondents, by primary area of work**

Area of work	Respondents	% of total (n=114)
Agriculture/fisheries/forestry	4	4
Economic growth	4	4
Education	21	18
Engineering/science/technology	10	9
Environment/climate change	9	8
Governance	10	9
Public health	33	29
Gender equality	7	6
Poverty reduction	6	5
Other	25	22
Unknown	16	14
<b>Total</b>	<b>145</b>	<b>100</b>

### Survey section 2: the Commonwealth Professional Fellowship

The CSC Evaluation Team was tasked with investigating the counterfactual, which asks questions around what might have happened had scholarships or fellowships not been awarded. Survey respondents were therefore asked to think about their programme of qualification and rate on a scale from 1-10 (1 = Impossible, 10 = Definitely) how likely it is that they would have undertaken a similar fellowship in the UK *without* the Commonwealth Professional Fellowship. 65% of survey respondents selected 1 (Impossible), highlighting the importance of the scheme. The rating average for this question, based on weighting of responses, was 1.71, which indicates that, overall, the survey population would not have been able to undertake a fellowship in the UK without the provision of the Commonwealth Professional Fellowship.

**Table 4 Professional Fellowships 2008-2011 survey respondents – ‘Thinking about the programme or qualification you undertook while on your Commonwealth award, how likely is it that you would have undertaken this in the UK without the Commonwealth Fellowship?’**

Rating	Respondents	% of total
1 = Impossible	74	65%
2	22	19%
3	10	9%
4	1	1%
5	4	4%
6	1	1%
7	0	0%
8	1	1%
9	1	1%
10 = Definitely	0	0%
<b>Total</b>	<b>114</b>	<b>100</b>

Similarly, respondents were asked to think about whether they would have been able to undertake the programme or qualification in another country. The rating average was 2.74 for this question, which, although higher than for the previous question, still indicates that undertaking a fellowship in another country would have been unlikely without the Commonwealth Professional Fellowship.

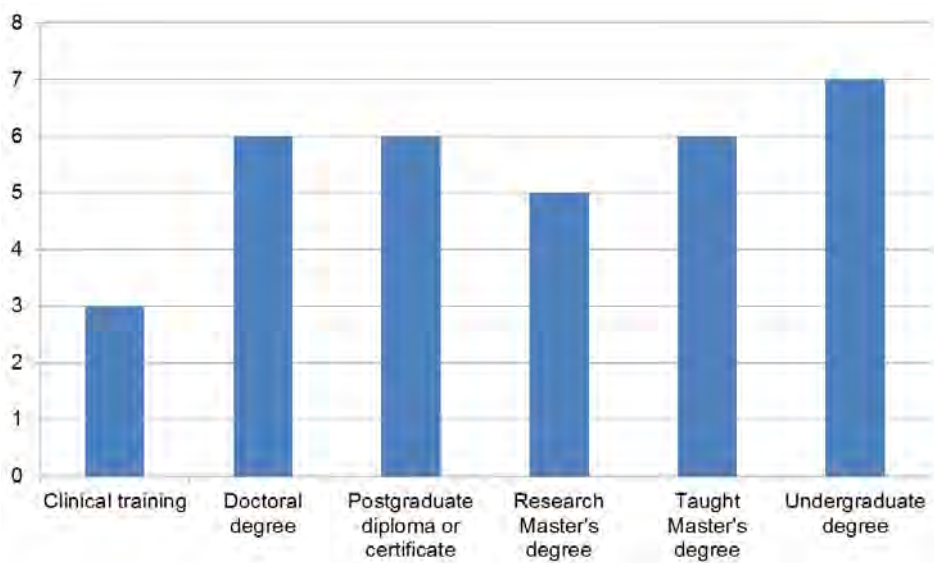
**Table 5 Professional Fellowships 2008-2011 survey respondents – ‘If you had not undertaken the programme or qualification in the UK, how likely is it that you would have undertaken a similar programme in another country?’**

Rating	Respondents	% of total
1 = Impossible	36	32
2	36	32
3	17	15
4	7	6
5	8	7
6	0	0
7	3	3
8	3	3
9	0	0
10 = Definitely	4	4
<b>Total</b>	<b>114</b>	<b>100</b>

Respondents were also asked if they undertook any academic or professional qualifications following the completion of their awards. As this was not a forced question, only 49 people answered the question; out of these, 61% reported that they had attained an academic qualification following their award. Respondents were asked what kind of qualification they undertook. Only 33 people answered this question, with results shown in Figure 11.



**Figure 11 Professional Fellowships 2008-2011 survey respondents, by type of further qualification**



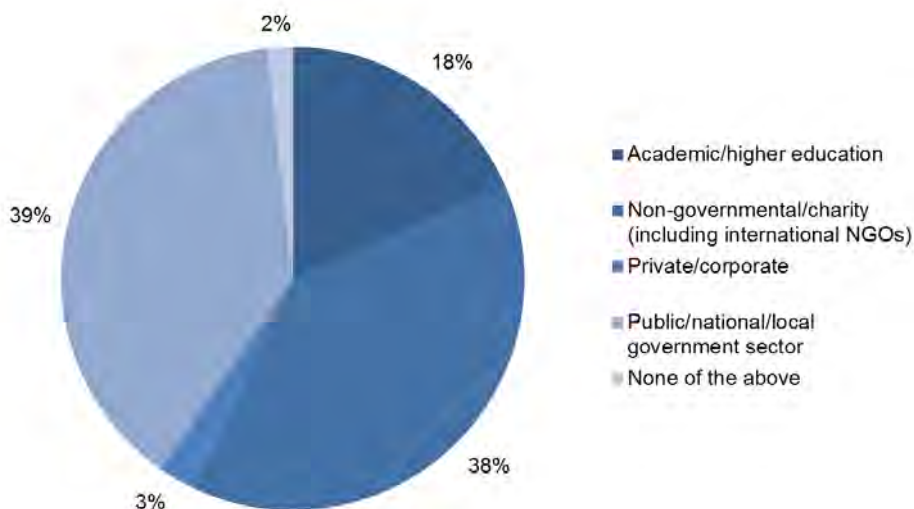
49 people responded to the question regarding further professional qualifications, of which 82% did complete one following their award. Respondents were asked to report whether they felt their Professional Fellowship helped them gain these subsequent qualifications. 52 respondents answered this question, of which 79% reported that the Professional Fellowship did play a role. Finally, respondents were also asked to rate on a 5-point scale (1 = Minimal, 3 = Neutral, 5 = Essential) the level to which they thought the Professional Fellowship contributed towards gaining the qualification. 41 people responded to this question, with a rating average of 4.26. This indicates that, for the people that responded to the question, the Professional Fellowship played a significant role in their ability to gain further qualifications.

### Survey section 3: employment

Section 3 of the survey asked respondents about their employment, both at the time of the award and currently.

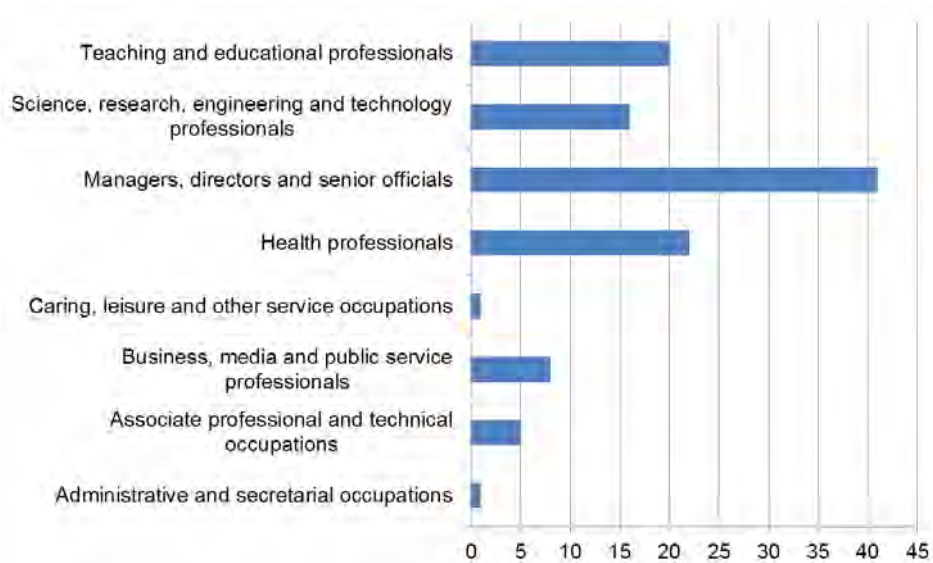
At the time of the award, the majority of respondents worked in either the non-governmental/charity sector or the public/national/local government sector, as highlighted in Figure 12.

**Figure 12 Professional Fellowships 2008-2011 survey respondents, by employment sector at time of award**



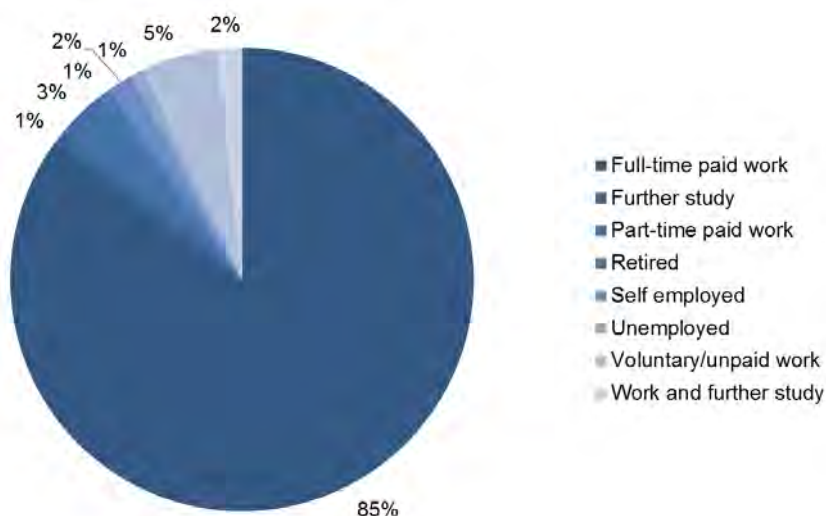
Respondents were asked to categorise their employment type. 36% reported being managers, directors or senior officials, indicating that the Professional Fellowship scheme does attract established professionals.

**Figure 13 Professional Fellowships 2008-2011 survey respondents, by employment type at time of award**



As to be expected, the majority (85%) of respondents reported being in full-time paid work at the time of their award.

**Figure 14 Professional Fellowships 2008-2011 survey respondents, by employment status at time of award**

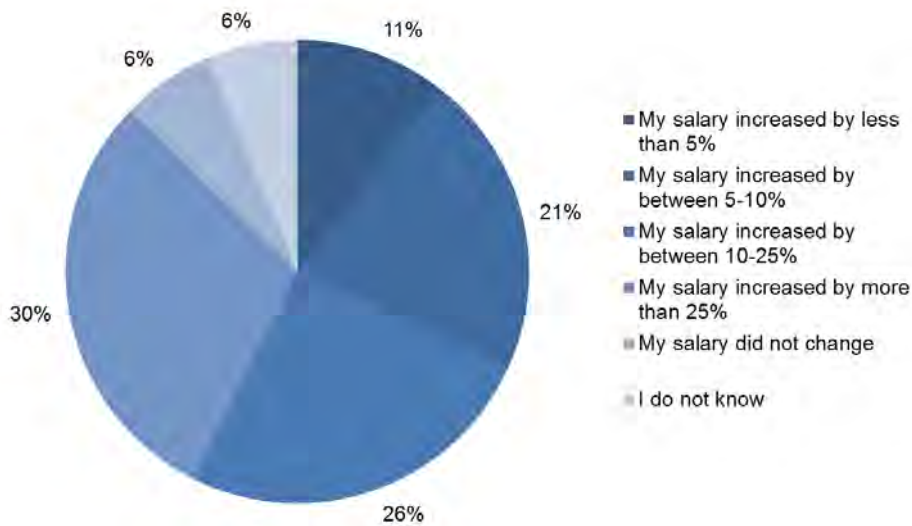


As the Professional Fellows scheme aims to improve the skills of mid-career professionals and enhance their performance in the workplace, it is important that Fellows' employers are supportive of their applications. Therefore, respondents were asked to rate on a 5-point scale (1 = Very unsupportive, 3 = Neutral, 5 = Very supportive) how supportive their employer was of their application. The vast majority (83%) responded that their employers were very supportive. The rating average for this question was 4.68, which denotes that, in general, Fellows' employers are very supportive of participation in the programme.

Respondents were asked whether they obtained a more senior position than the one they previously had before the award within 12 months of their Professional Fellowship. 45% reported that they had. These people (51) were asked to rate to what extent they felt the Professional Fellowship contributed to this. 66% answered 8 or above, indicating that they felt the award has made significant contributions. The rating average for this question was 7.63, suggesting that, overall, Professional Fellowships do contribute to career advancement.

Respondents were asked how their salary changed following their promotion. 30% reported that their salary increased by more than 25%, as highlighted in Figure 15.

**Figure 15 Professional Fellowships 2008-2011 survey respondents, by salary change upon promotion**



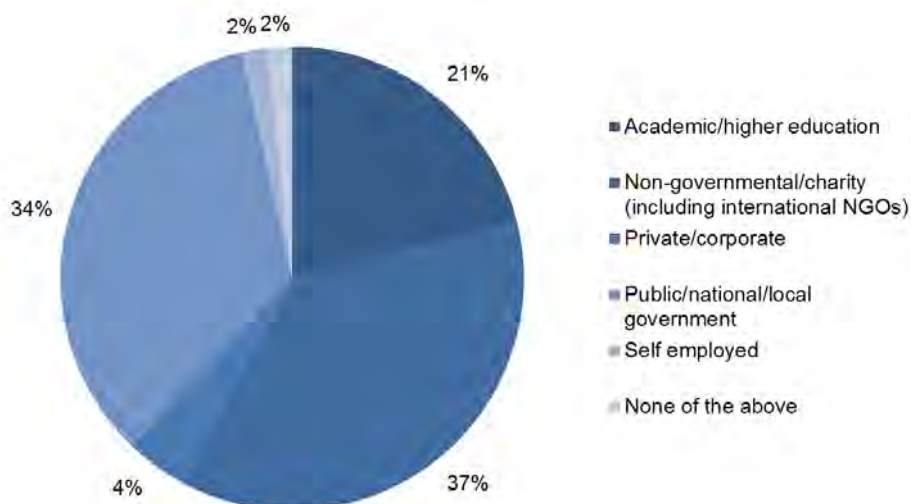
All respondents answered the question which asked them to rate on a scale of 1-10 (1 = Not at all, 10 = Very significantly) to what extent they felt that their Professional Fellowship helped them obtain further advancements after this 12-month period. 67% reported 8 or above, indicating that the award helped career progression for many Professional Fellows. The rating average was 7.63 and, though lower than 8, still suggests that this scheme has positive impacts on the careers of people who undertake a Fellowship.

Respondents were also asked to report on their *current* employment status. As Figure 16 shows, the vast majority (86%) are currently involved in full-time paid work. Similar to at the time of award, the two most common sector types of Professional Fellow alumni are non-governmental/charity (37%) and public/national/local government (34%), as outlined in Figure 17. The figures also show that their current employment type is similar to that while on award, in that 37% (42) of respondents reported to be managers, directors or senior officials, illustrated in Figure 18.

**Figure 16 Professional Fellowships 2008-2011 survey respondents, by current employment status**



**Figure 17 Professional Fellowships 2008-2011 survey respondents, by current employment sector**



**Figure 18 Professional Fellowships 2008-2011 survey respondents, by current employment type**



We also endeavour to find out about additional activities that our alumni are involved in. 110 people responded to the question regarding what other activities they partake in aside from their primary employment. Almost half (47%) stated that they were involved in voluntary/unpaid work, and 27% reported undertaking further study. It was also determined that half (50%) of additional activities occurred in the non-governmental or charity sector, and 31% in the academic or higher education sector.

#### Survey section 4: knowledge and skills

Section 4 of the survey seeks to understand how the Fellowship enhanced the knowledge and skills of Professional Fellows and whether they were able to utilise said knowledge and skills in their workplace. A new section was added specifically to the Professional Fellows survey asking about their ability to influence the following areas in their workplace: knowledge transfer, implementation, decision-making, transparency and accountability, strategic planning, policy and procedures, and evaluation. These areas were chosen based on the notion that a key objective of the Professional Fellows programme is to promote institutional capacity building, in which all the aforementioned elements play a major role. These questions were also posed to host and employing organisations, whose results are presented later on in this report.

**Figure 19 Institutional capacity building**

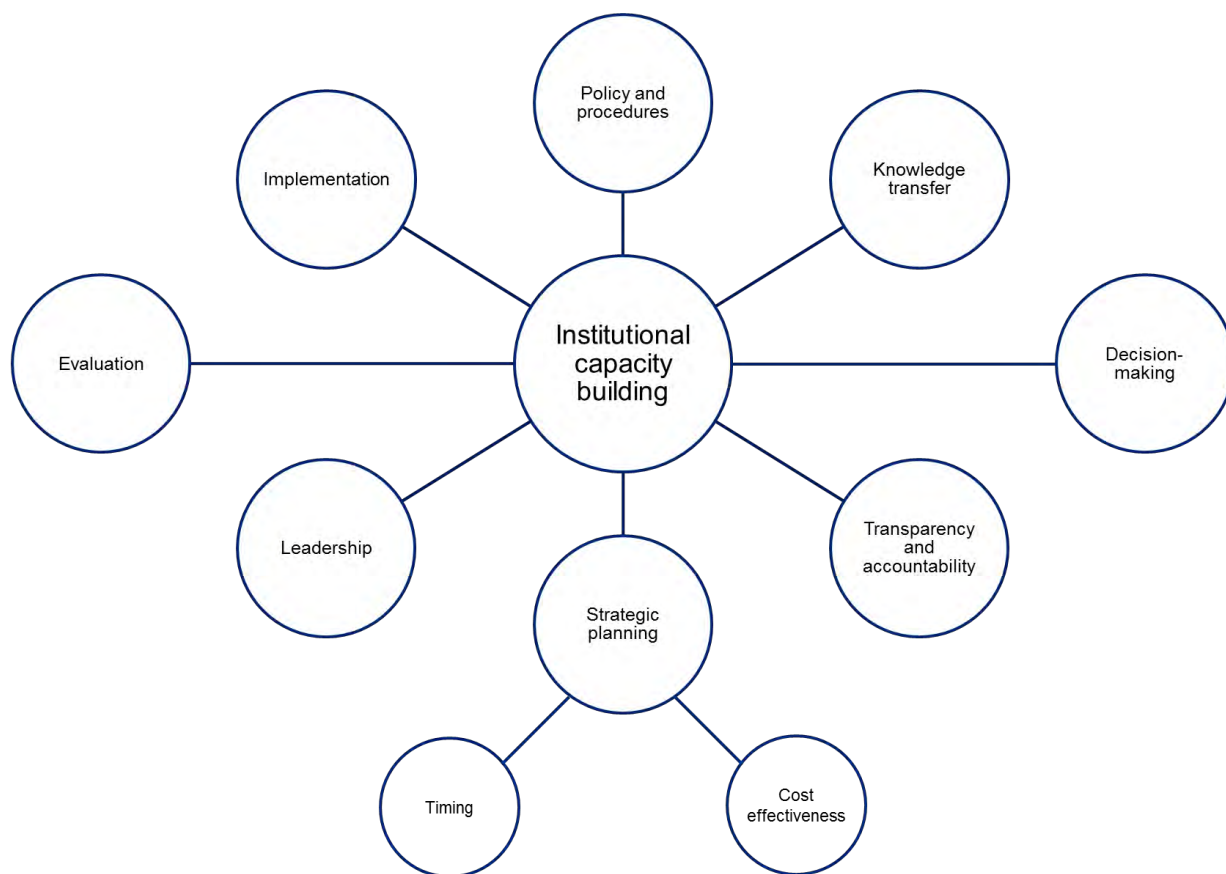


Table 6 lists a number of statements and shows the rating averages of respondents' answers. It also includes the percentage of respondents that answered 4 or 5, which on the 5-point scale indicate that they agree or strongly agree respectively. All of the following statements were mandatory questions, and therefore all 114 respondents provided answers. The results are overwhelmingly positive, with rating averages tending to be above 4. The only exception was 'I accessed equipment and expertise not available in my home country', which had a rating average of 3.97.

**Table 6 Professional Fellowships 2008-2011 survey respondents – knowledge and skills acquisition<sup>4</sup>**

Statement	Rating average	% of respondents who answered 4 or 5
I gained knowledge in my field of expertise	4.64	96%
I increased my analytical/technical skills	4.36	89%
I have been able to transfer or pass on my skills and knowledge gained during my award to others	4.39	90%
I use the specific skills and knowledge gained during my award in my work	4.40	89%
I accessed equipment and expertise not available in my home country	3.97	71%
I learned techniques for managing and organising people and projects	4.24	80%
My Commonwealth award has increased my confidence and ability to make changes in my work	4.60	93%
My workplace enables me to make full use of my skills	4.18	78%
I have been able to introduce new practices or innovations in my workplace(s) as a result of skills/knowledge acquired through my award	4.17	79%
I have been able to increase my influence on decision-making within the organisation as a direct result of skills/knowledge acquired through my award	4.18	81%

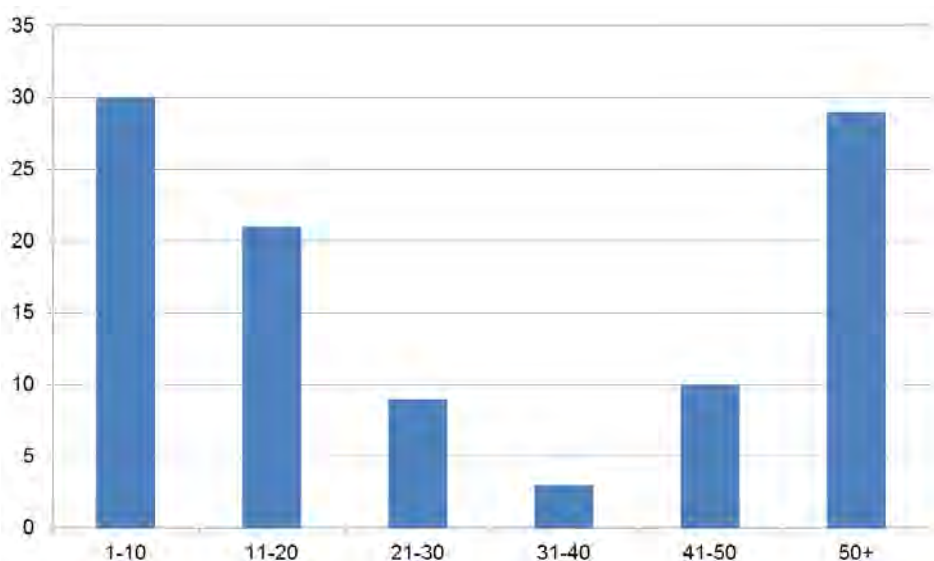
<sup>4</sup> 1= Strongly disagree, 3 = Neutral, 5 = Strongly agree. Rating averages calculate a weighted average based on the weight assigned to each answer choice.

Please note that it was compulsory for respondents to answer the following questions and therefore, unless otherwise stated, all results are calculated based on a survey population of 114 respondents.

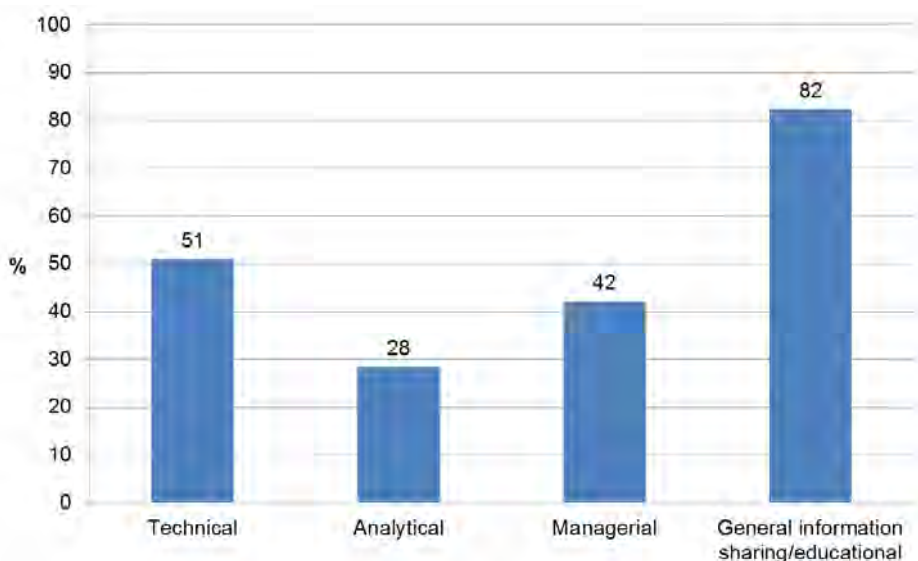
### Knowledge transfer

The vast majority of respondents (89%) stated that they had trained other colleagues on specific skills that were gained from undertaking the Fellowship. This result is highly positive, as a core aim of the Professional Fellowship programme is to enhance institutional capacity building. The people who reported that they had trained other colleagues (102) were asked to indicate how many people they had trained. 29% reported between 1-10 people, while 28% had trained 50+. The breakdown is shown in Figure 20. Respondents were also asked what type of skills they provided training for. As they were able to tick all appropriate answers, some people selected multiple options. Therefore, Figure 21 shows the number of instances an answer was chosen as opposed to the number of individuals that answered the question. As this was a mandatory question for people who had reported training others, the number of respondents was 102. It should be noted that over half of respondents reported providing specialised technical training, which is in line with the CSC's overall objective of building technical capacity.

**Figure 20 Professional Fellowships 2008-2011 survey respondents, by number of people trained with skills gained from the award**



**Figure 21 Professional Fellowships 2008-2011 survey respondents, by type and percentage of skills provision**



## Implementation

Respondents were asked whether they had established any new areas of work/programmes upon their return from the Fellowship, to which 73% reported that they had been able to. More significantly, 80% stated that they were able to make changes in how work/programmes are conducted in the workplace upon their return from the Fellowship. This indicates that the Professional Fellowship programme is indeed meeting its objective of providing the appropriate skills and knowledge to enhance effectiveness in the workplace.

**Table 7 Professional Fellowships 2008-2011 survey respondents – decision-making, transparency and accountability, strategic planning<sup>5</sup>**

Statement	Rating average	% of respondents who answered 8, 9 or 10
To what extent have you been able to influence decision-making at the team level?	8.15	73%
To what extent have you been able to influence decision-making at the department level?	8.02	72%
To what extent have you been able to influence decision-making at the organisational level?	7.25	54%
To what extent have you contributed to transparency and accountability in your organisation as a result of the skills you acquired through the Fellowship?	7.71	68%
To what extent have you contributed to strategic planning at the team level?	8.08	73%
To what extent have you contributed to strategic planning at the departmental level?	7.94	70%
To what extent have you contributed to strategic planning at the organisational level?	7.54	62%

## Policy and procedures

Respondents were asked whether they were able to contribute to their organisation's policy and procedures. 70% reported that departmental policies had been created or changed as a result of their input, while 66% reported having had influence on organisational policies. The high percentage of Fellows that reported a contribution in this area shows a high level of input into their respective organisations' strategic direction, which is significant in the context of institutional capacity building and suggests that the programme is reaching the right people, with alumni well placed to have an impact on their return.

## Evaluation

As being able to measure an organisation's overall effectiveness is seen as an integral part of institutional capacity building, it was decided that questions regarding evaluation should be incorporated in the survey. 72% (82) of respondents reported that their respective organisations had formal evaluation methods in place. Of that group, 98% (80) confirmed that the evaluation methods inform the policy and procedures of their organisations. Of these 80 people, 77% noted that they contributed to these evaluation methods, highlighting once again the high level of capacity building that Fellows provide their employers.

## Ranking

Another new addition to both the main annual survey and the Professional Fellows survey was a question which attempted to measure the extent to which career development might be attributed to the award. We asked respondents to think about their current professional situation and rank in descending order the factors that they felt contributed most to their professional development, with 1 = Least important and 5 = Most important. The rating averages shown in Table 8 represent the weighted averages of all respondents' answers in the five areas provided. The evidence shows that the majority of respondents felt that personal attributes were the most important quality in enhancing their professional development. There were, however, some potential problems that arose with analysis of this question that should be considered. Firstly, the level of importance of each factor appeared in the same order that they were presented, i.e. personal attributes overall the most important, the Professional Fellowship second, contacts abroad third, and so on.

<sup>5</sup> In this instance, the rating average is based on a 10-point scale, with 1 = Not at all and 10 = Very significantly.

Because the factors were not randomly generated in the survey, all respondents received the same order. Therefore, it is difficult to tell whether respondents simply answered the question based on the order rather than the actual factor. This is also reflected by the fact that the identical result was observed in the analysis of the main survey. However, we will not be able to determine whether this is the case until we are able to collect more data in subsequent years' surveys.

**Table 8 Professional Fellowships 2008-2011 survey respondents – ‘Please rank the following elements based on how much you think each has contributed to your professional development to date’**

Factor	Rating average
Personal attributes	4.17
Your Commonwealth award	3.87
Contacts at home	2.55
Contacts abroad	2.39
Socioeconomic background	2.03

### *Links with the United Kingdom*

One of the additional benefits of international scholarship and fellowship programmes such as the CSC's is the potential for links and collaboration with colleagues and institutions in the United Kingdom. Our evaluation surveys therefore ask alumni whether they have maintained links following their return home and we are now seeking to explore what impact those links might subsequently have on the careers of Fellows.

**Table 9 Professional Fellowships 2008-2011 survey respondents – ‘To what extent have you maintained links with the following groups since your award?’<sup>6</sup>**

Group	I have no contact at all with this group (%)	I still receive emails and correspondence but have no regular contact (%)	I have occasional communication with this group (%)	I have regular communication with this group (%)
Universities in the UK (n=100)	37	23	21	19
Academic contacts/supervisors (n=102)	18	16	29	37
Peer group/fellow students from your time in the UK (n=102)	10	23	48	20
Professional associations in the UK (n=104)	15	28	32	25
Work contacts in the UK (n=105)	18	22	31	29
Social contacts in the UK (n=106)	8	22	36	34

<sup>6</sup> Professional Fellows rarely hold their award at a UK university (unlike our other award holders) so we would not expect the figure for universities in the UK to be high.



**Table 10 Professional Fellowships 2008-2011 survey respondents – ‘To what extent do you think the contacts you made whilst on award have contributed to your career and professional development?’<sup>7</sup>**

Group	Rating average
Universities in the UK	5.26
Academic contacts/supervisors	6.80
Peer group/fellow students from your time in the UK	5.91
Professional associations in the UK	6.36
Work contacts in the UK	6.13
Social contacts in the UK	6.21

In the following sections we asked about direct outputs and outcomes from the Professional Fellowship. Table 11 shows responses with regards to tangible outcomes such as publications. While less obviously relevant in terms of academic publications at least, these questions are included for later comparison with other CSC programmes.

**Table 11 Professional Fellowships 2008-2011 survey respondents – ‘Has your Commonwealth award resulted in any of the following?’**

Outcome	No (%)	Yes, as a result of my award (%)	Yes, but not as a result of my award (%)
Articles and publications (n=110)	52	30	18
Secured additional funding for research/projects/initiatives (n=110)	62	20	18
Created jobs (n=108)	67	21	12

Survey respondents were asked whether they felt they were able to effect change at the institutional, local, national, and international level, as shown in Table 12. Results for the institutional level category were very highly positive, in that 86% of respondents felt that they were able to effect change. This indicates that the Professional Fellowship scheme is greatly contributing to institutional capacity building. 81% of respondents also felt that they were effecting change at the local level, which suggests a high level of community engagement.

**Table 12 Professional Fellowships 2008-2011 survey respondents – ‘In your opinion, has your award enabled you to effect change at the following levels?’**

Level	Yes (%)	No (%)
Institutional (n=108)	86	14
Local (n=110)	81	19
National (n=108)	59	41
International (n=103)	32	68

## Survey section 5: wider development impact

Section 5 of the survey seeks to capture the wider development impact that Professional Fellows are able to deliver. While Section 4 mainly focused on their ability to influence changes at the institutional level, this section looks at their impact on eight key areas in international development:

- Environmental issues
- Health
- Governance, security and conflict
- Gender equality
- Poverty reduction
- Education
- Population growth and development
- Economic growth and the private sector

<sup>7</sup> These questions were based on a 10-point scale, with 1 = Not at all essential and 10 = Absolutely essential.

This section again mirrors questions in the wider survey to allow for comparison with other programmes in due course.

As a top-level question, the Professional Fellows survey asked respondents whether they felt that were able to have an impact on socioeconomic development in one or more of the eight development areas mentioned above. 81% (92 respondents) reported having impact on socioeconomic development, which is much higher compared with the percentage of Master's Scholars (74%) and PhD scholars (60%) who reported having impact in this area in the main annual evaluation survey. Similarly, the survey questioned respondents on whether they believe that they have influenced government policy in one or more of the eight development areas listed above. Although this percentage (49%, 56 respondents) was substantially lower compared with socioeconomic development, it was a far greater percentage than that reported by Master's and PhD Scholars (35% in both cases) in the main annual survey.

Respondents were asked if they had been involved in a project in one or more of the eight development areas mentioned above. Please note that they were allowed to tick multiple responses. Table 13 shows that there is a fairly even spread of Fellows working in the various development sectors, though a particularly low percentage (13, 11%) reported involvement in the area of population growth. Governance, security and conflict (18, 16%) and economic growth and the private sector (22, 19%) were also fairly low. This may change over time, as the priority areas of the programme have been expanded.

**Table 13 Professional Fellowships 2008-2011 survey respondents working in key development areas**

Area	% of total (n=114)
Environmental issues	26
Health	39
Governance, security and conflict	16
Gender equality	26
Poverty reduction	26
Education	38
Population growth	11
Economic growth and the private sector	19

Respondents were then asked to rate their level of involvement on a 10-point scale if they had selected a development area. Table 14 shows the rating averages by each sector. Health and education were the areas that Fellows seemed to be the most involved in through projects.

**Table 14 Professional Fellowships 2008-2011 survey respondents, by level of involvement in key development areas<sup>8</sup>**

Area	Rating average
Environmental issues	6.87
Health	7.93
Governance, security and conflict	5.89
Gender equality	7.60
Poverty reduction	7.18
Education	7.93
Population growth	5.31
Economic growth and the private sector	6.00

Two important questions that the CSC Evaluation Team has been tasked with investigating are whether alumni are able to make an impact on socioeconomic development and/or influence government policy. The following tables show the percentages of respondents who felt that they had contributed to these areas. Please note that respondents were allowed to select more than one area. Overall, it seems that respondents felt they were able to have an impact more on socioeconomic development in each of the eight areas than on influencing government policy.

<sup>8</sup> These questions were based on a 10-point scale, with 1 = Very limited involvement and 10 = Extremely involved.

**Table 15 Professional Fellowships 2008-2011 survey respondents – ‘Have you been able to have an impact on socioeconomic development in one or more of the eight development areas?’**

Area	% of total (n=114)
Environmental issues	28
Health	48
Governance, security and conflict	25
Gender equality	32
Poverty reduction	42
Education	53
Population growth	7
Economic growth and the private sector	28

**Table 16 Professional Fellowships 2008-2011 survey respondents – ‘Have you been able to influence government policy in one or more of the eight development areas?’**

Area	% of total (n=114)
Environmental issues	13
Health	20
Governance, security and conflict	15
Gender equality	15
Poverty reduction	12
Education	25
Population growth	3
Economic growth and the private sector	11

For those who reported socioeconomic impact or influence on government policy, we then asked them to specify the activity area. This information is presented in Tables 17-23.

**Table 17 Professional Fellowships 2008-2011 survey respondents – specified activity in environmental issues**

Environmental issues	% Socioeconomic (n=32)	% Government policy (n=15)
Climate change	50	40
Natural resources	59	67
Water and sanitation	50	53
Agriculture and food security	44	33
Agriculture/rural productivity	44	33
Food security	34	13
Other	9	13

**Table 18 Professional Fellowships 2008-2011 survey respondents – specified activity in health**

Health	% Socioeconomic (n=55)	% Government policy (n=23)
HIV/AIDS, malaria, tuberculosis	49	61
Child/maternal Health	29	61
Preventative health	51	43
Reproductive and sexual health	42	30
Other	24	17

**Table 19 Professional Fellowships 2008-2011 survey respondents – specified activity in governance**

<b>Governance</b>	<b>% Socioeconomic (n=29)</b>	<b>% Government policy (n=17)</b>
Democracy	52	41
Human rights	59	47
Civil society	62	53
Local government	45	41
Conflict resolution	45	29
Humanitarian assistance	31	24
Other	17	24

**Table 20 Professional Fellowships 2008-2011 survey respondents – specified activity in gender**

<b>Gender</b>	<b>% Socioeconomic (n=36)</b>	<b>% Government policy (n=17)</b>
Primary education	56	53
Secondary education	50	47
Tertiary education	31	18
Employment (non-agricultural)	36	35
Governance (national)	31	24
Reproductive and sexual health	44	29
Other	11	24

**Table 21 Professional Fellowships 2008-2011 survey respondents – specified activity in education**

<b>Education</b>	<b>% Socioeconomic (n=60)</b>	<b>% Government policy (n=28)</b>
Research and training	57	50
Primary education	38	50
Secondary education	30	36
Higher education	45	32
Technical and vocational training	28	18
Planning and administration	27	21
Other	13	18

**Table 22 Professional Fellowships 2008-2011 survey respondents – specified activity in population growth and development**

<b>Population growth and development</b>	<b>% Socioeconomic (n=8)</b>	<b>% Government policy (n=3)</b>
Family planning and reproductive health	75	100
Migration	0	0
Other	38	33

**Table 23 Professional Fellowships 2008-2011 survey respondents – specified activity in economic growth and the private sector**

<b>Economic growth and the private sector</b>	<b>% Socioeconomic (n=32)</b>	<b>% Government policy (n=12)</b>
Employment/job creation	59	50
Admin of public finances	16	25
Trade and private sector	28	33
Entrepreneurship	56	58
Production and manufacturing	34	25
Other	16	8