



COMMONWEALTH
SCHOLARSHIPS

65th Anniversary

Commonwealth Alumni Census

Summary report



**Celebrating
65 years of
Commonwealth
Scholarships**

Executive Summary

Throughout 2024, the Commonwealth Scholarship Commission in the UK (CSC) is celebrating 65 years of delivering Commonwealth Scholarships to candidates of outstanding academic achievement and leadership ability.

Since 1960, over 31,000 Commonwealth Scholarships and Fellowships have been awarded to individuals across the Commonwealth to complete postgraduate and fellowship studies with a UK university or organisation. Following their studies, Commonwealth Alumni contribute to global sustainable development in a wide range of capacities and across multiple sectors, both nationally and internationally.

Understanding the long-term outcomes and impact of Commonwealth Scholarships and Fellowships on individuals, institutions, and communities and societies is an important part of the CSC's work.

The CSC's Commonwealth Alumni Census was launched in 2019, marking the CSC's 60th anniversary and now runs every five years as part of the CSC's anniversary activities.

In April 2024, to mark its 65th anniversary, the CSC invited alumni to complete the census to take a snapshot of their current employment and other professional activities. This report provides a summary of the findings.

Methodology

All alumni for whom the CSC held a primary contact (email address) were invited to complete the census in the form of an online survey. The survey was open for 8 weeks, between April and June 2024.

Respondents received a personal link and log-in details to complete the census which contained respondent's contact and employment details as held by the CSC. Respondents were asked to validate or update this information as appropriate. Where no data was held by the CSC, respondents were asked to provide this.

Respondents were asked to share details of public offices or volunteering work they were involved in, and awards and honours received. They were also invited to share memories of their time as a Commonwealth Scholar and/or Fellow and advice to new scholars.

As part of the CSC's development of its alumni engagement work, the final section of the census asked respondents to give brief feedback on the ways in which they would like to engage with the CSC in the future through the Alumni Network.

Results

The census was sent to 15,961 alumni. It was completed by 3,432 alumni, a response rate of 22%.

Census respondents represented 15 CSC programmes, 58 Commonwealth countries and territories (including those no longer in the Commonwealth), and every decade of Commonwealth Scholarships from the 1960s to 2020s. Respondents represented every annual cohort of scholars from 1960-2022.

In completing the census, 96% of respondents provided updated personal and/or employment details. 38% confirmed that the employment information held by the CSC was correct at the time of completing the census.

Key findings from the census are summarised in this report under the following headings: Respondent demographics; Employment and studies; Civic engagement; Awards and honours; Alumni reflections; Future alumni engagement; and Summary.

Respondent demographics

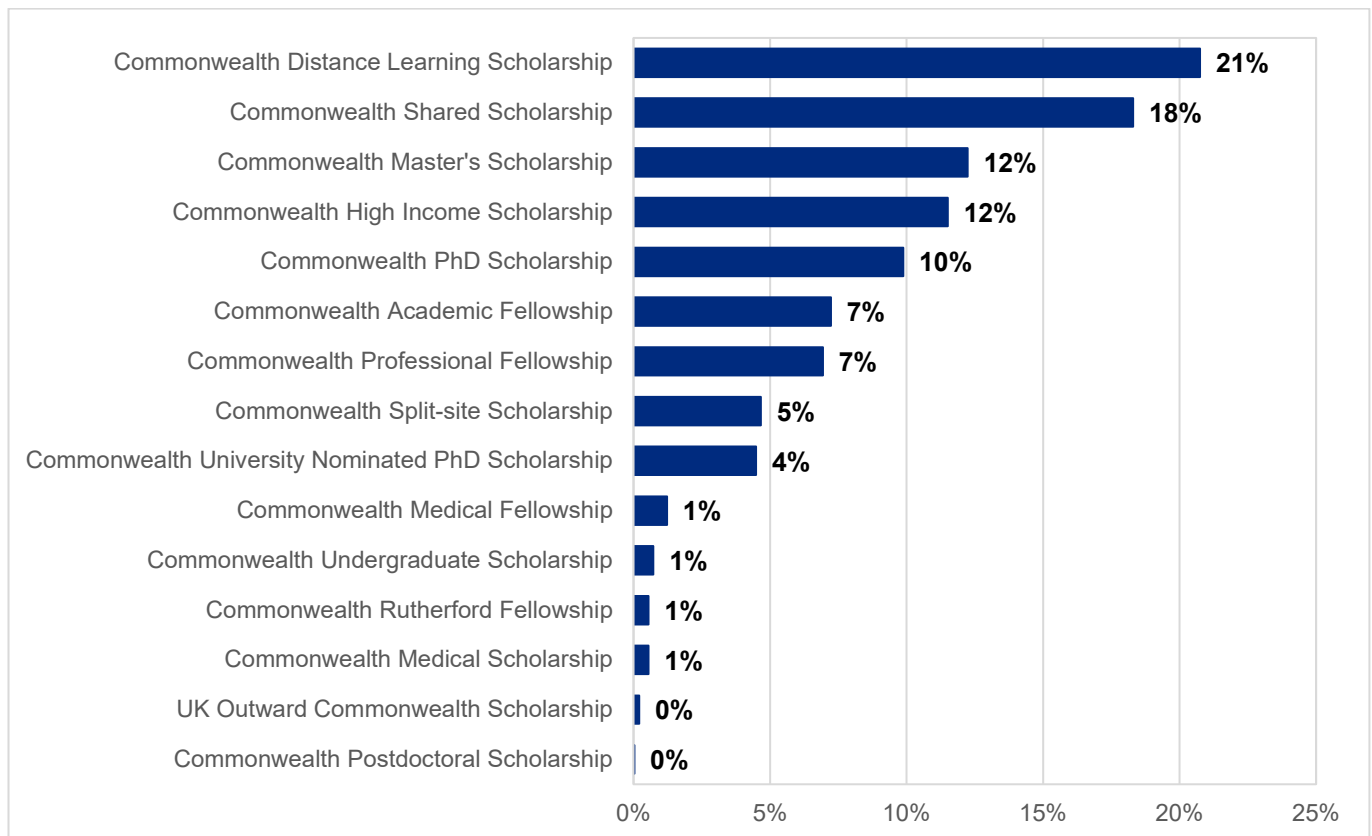
Gender

The census did not contain or ask any gender-related information. Using available gender information in the CSC database, 39% of respondents were female and 60% male. No data was available for 1% of respondents.

CSC Programmes and qualifications

Census respondents represented 15 CSC programmes, as outlined in Figure 1.

Figure 1- Representation of CSC programmes by respondents



n=3,432

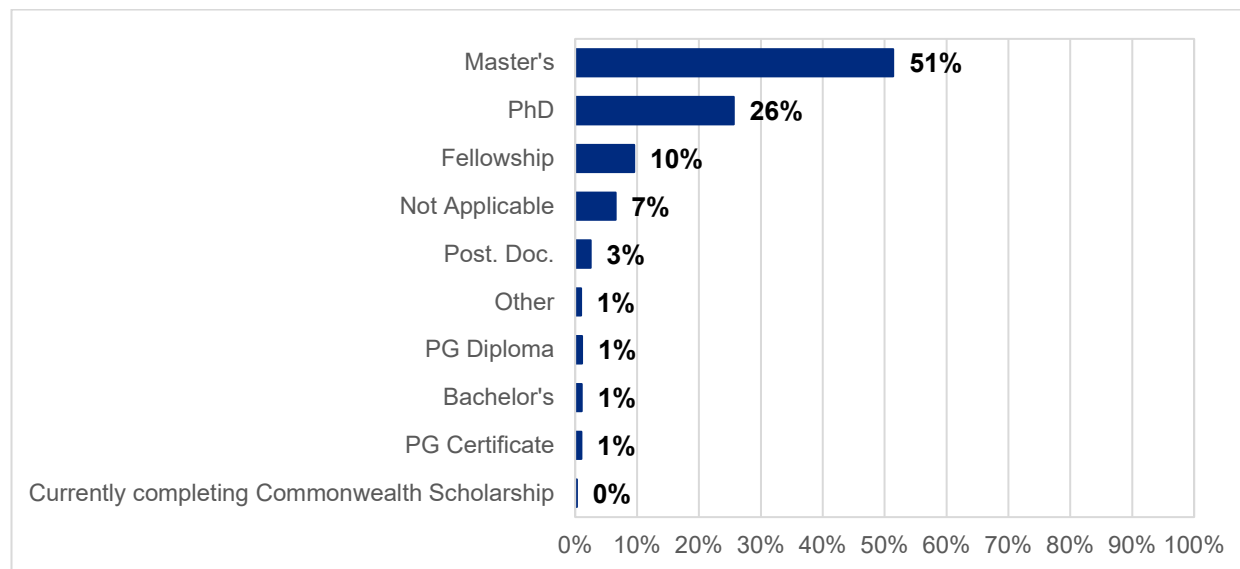
As outlined in Figure 1, respondents represented a range of scholarships and fellowships funded by the CSC over the last 65 years, including those no longer available. Ongoing programmes with the largest populations of alumni were most represented, however the census received engagement from respondents representing a variety of programmes, including those with the smallest number of alumni. For example, Commonwealth Rutherford Fellowships were offered only in 2017 with 50 awards given, nonetheless 19 recipients completed the census.

Respondents were asked to confirm the qualification obtained through their CSC funded programme, as outlined in Figure 2.

More than half of respondents obtained a Master's qualification, in line with this being the largest represented level of study by scholarship programme. In some cases, respondents did not complete the full Master's course but obtained other academic qualifications, including

Postgraduate Certificate and Postgraduate Diploma. These respondents were typically those awarded a Commonwealth Distance Learning Scholarship. This represents a unique aspect of the programme whereby scholars have the option to exit their studies early while still gaining a recognised academic qualification.

Figure 2- Reported qualifications obtained through Commonwealth Scholarship or Fellowship



n=3,432

7% of respondents reported that the qualification obtained did not meet one of the above listed categories. No further details were collected.

The 1% who selected 'Other' shared that they obtained professional qualifications, such as a certificate of advanced studies and other higher education certificates.

9 respondents stated that their CSC-funded studies were ongoing. Their data has been included in Figures 1 and 2 but has been excluded from the rest of the findings analysis.

Geographical representation

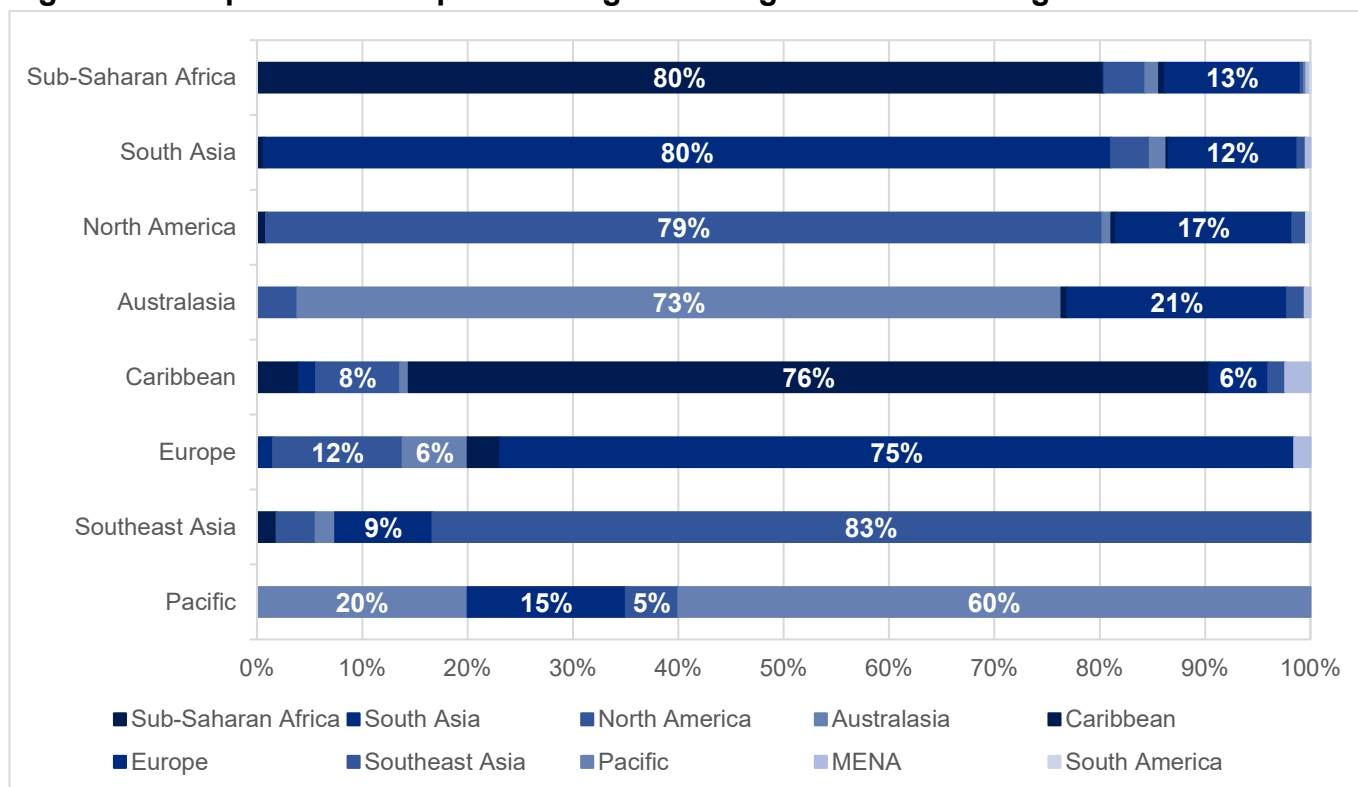
The top 10 countries of origin of census respondents were Nigeria (13%), India (12%), Uganda (9%), Ghana, Kenya, Canada, Bangladesh (7%), Sri Lanka, Pakistan (4%), and Australia (3%). Country of origin has been taken from the data provided by respondents when applying for their Commonwealth Scholarship and/or Fellowship.

The census asked respondents to confirm their current country of residence. The top 10 countries of residence were UK (11%), India (9%), Nigeria, Uganda (8%), Canada, Kenya, Ghana (6%), Bangladesh (5%), Australia (4%), and Sri Lanka (3%).

Commonwealth Alumni work at a national, regional and international level and as such many take up employment or complete further qualifications outside of their home country. Figure 3 provides a comparison of the region of origin of respondents against their current region of residence.

See Appendix 1 for the list of countries and regions assigned.

Figure 3- Comparison of respondent region of origin and current region of residence



n=3,423

76% of respondents reported to be living in the same region as their country of origin. Australasia had the highest rate of respondents living outside their region of origin, with 21% reporting to now be resident in Europe.

Employment

Figure 4 provides a breakdown of the current employment status of respondents, as selected from a pre-set list.

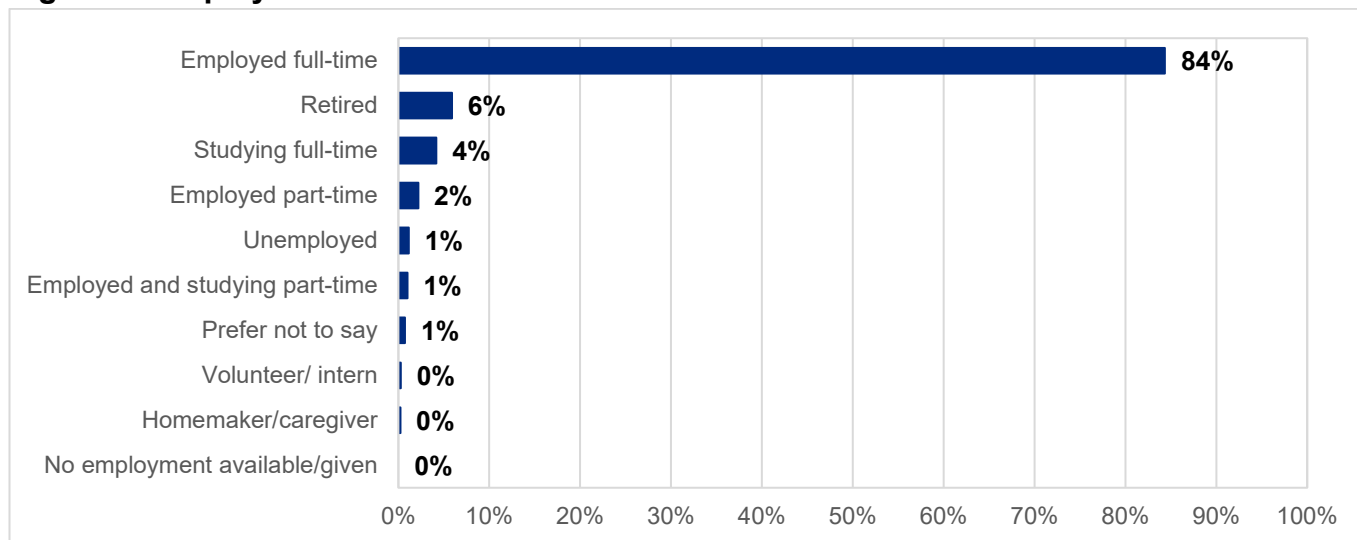
38% of respondents were not asked this question as they confirmed the employment details held by the CSC were correct. Based on the information held in the CSC's records, 88% were assigned to 'Employed full-time' status.

10% had no employment details on their CSC record and in the census confirmed this was correct but did not provide an alternative employment status (for example, retired or unemployed). These respondents are shown in Figure 4 as 'No employment available/given'.

87% of respondents indicated they were employed in some form, including where employed and completing part-time studies. 5% of respondents reported that they were studying, completing further qualifications post-Commonwealth Scholarship and/or Fellowship.

Respondents included those at the end of their professional careers, with 6% reporting to be retired or in a post-retirement position, such as Emeritus Professor. 1% of respondents reported to be unemployed and a small number were volunteering or interning.

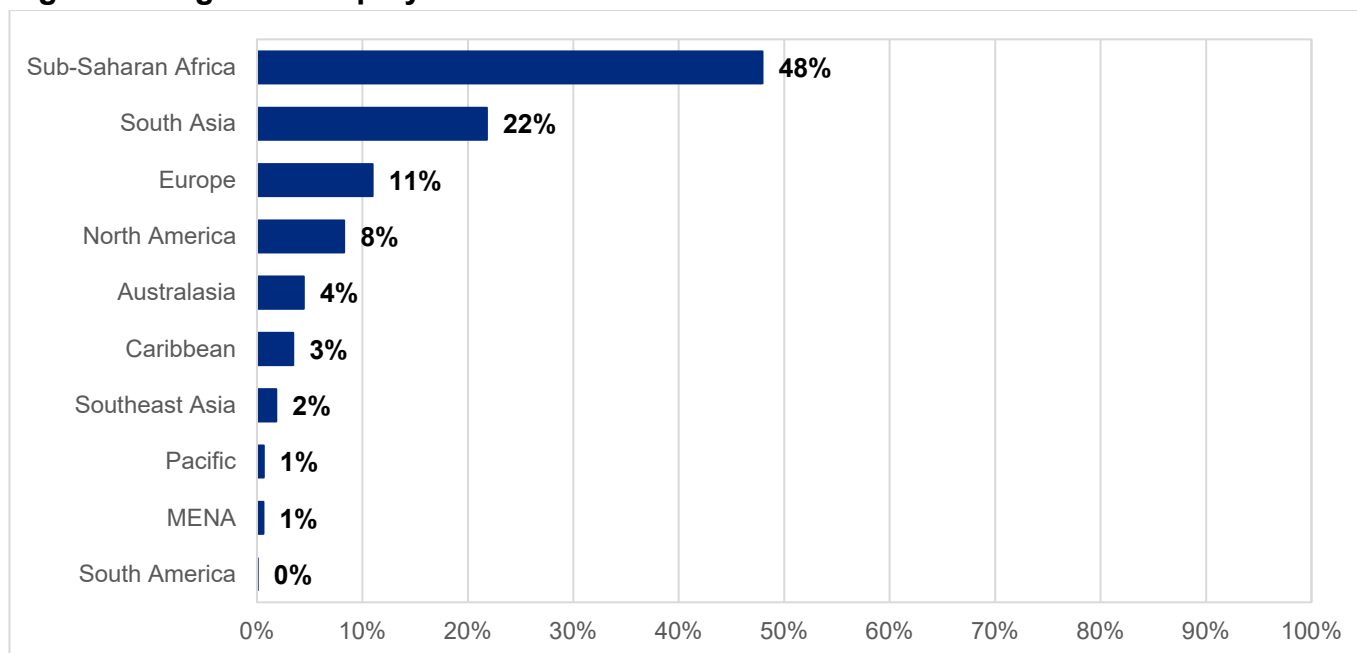
Figure 4- Employment status



n=3,289

Figure 5 provides an overview of the region of employment as provided or confirmed by respondents in this section of the census.

Figure 5- Region of employment



n=2,829

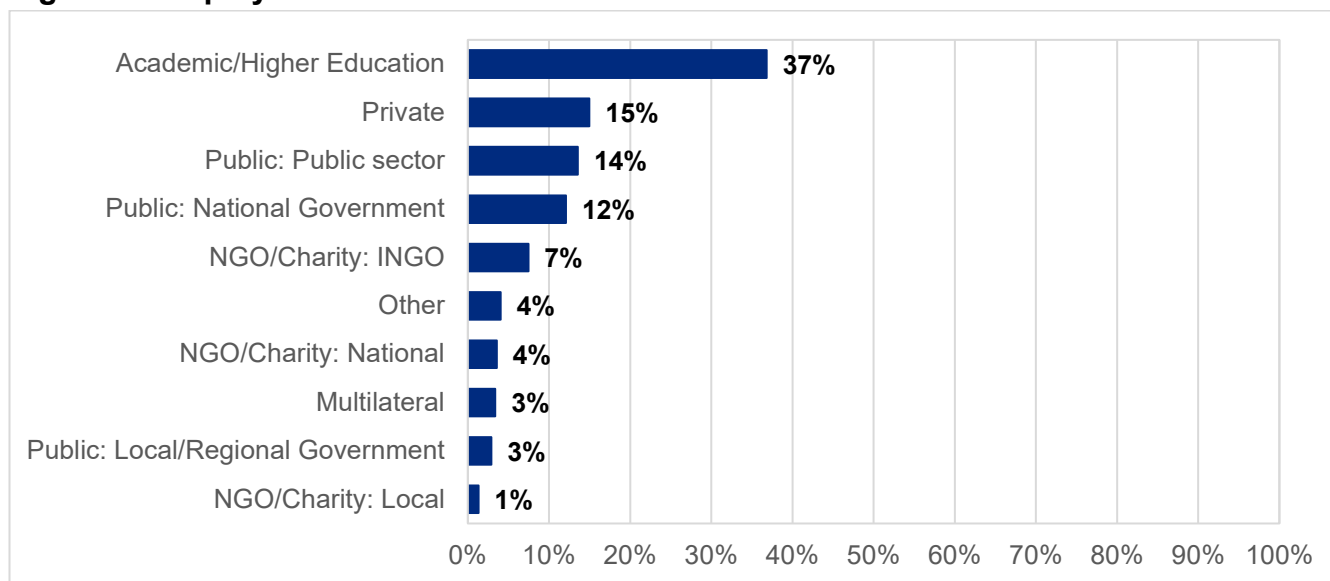
48% of respondents reported to be working in Sub-Saharan Africa, more than double the number in South Asia, the second highest region for employment. The countries with the highest number of employed respondents in these regions are Nigeria (10%) and India (9%).

Comparing these results against the reported residency of respondents, Sub-Saharan Africa has the highest rate of employed alumni by 4% compared to other regions. There is a decrease in the employment rate of respondents reporting to be resident in Europe, North America and Australasia.

Where respondents updated their employment details and selected a status of ‘Employed full-time’, ‘Employed part-time or ‘Employed and studying part-time’, they were asked to elect their

sector of employment from a pre-set list. The sector of employment for these respondents is shown in Figure 6.

Figure 6- Employment sector

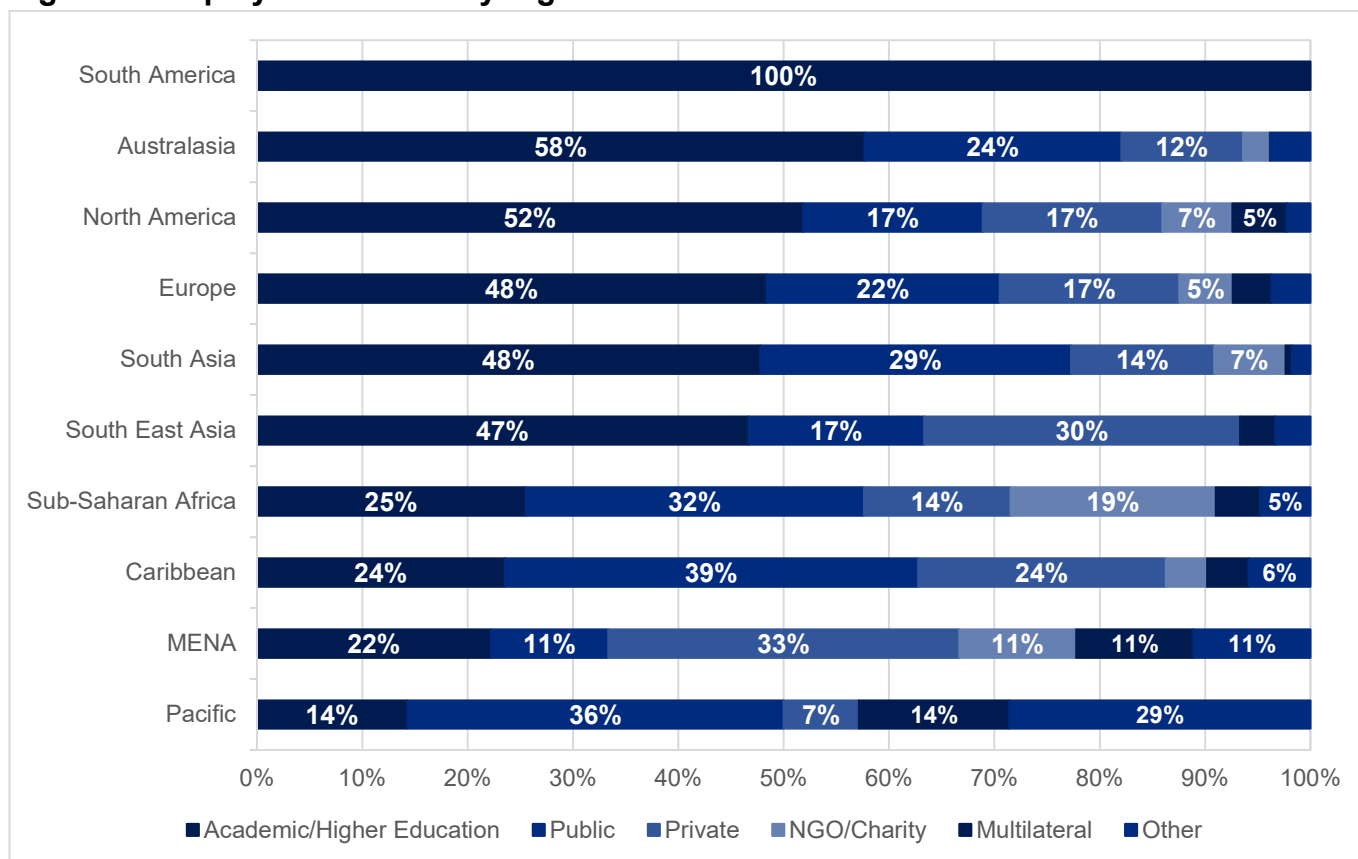


n=1,686

Of the 1,686 respondents either employed full-time or employed part-time, 37% were working in the academic/higher education sector. 30% of respondents selected the public sector (combining all public sector options), making this the second largest sector of employment. Similarly, combining the various NGO/charity sectors totals 12% of respondents. The private sector was represented by 15% of respondents.

Figure 7 illustrates the distribution of the employment sectors by region.

Figure 7- Employment sector by region



n=1,686

For the purpose of Figure 7, all public sector and NGO/charitable sectors have been combined.

More than half of the employed respondents in Australasia and North America were employed in the academic/higher education sector. This sector had a similar but lower proportion of respondents in Europe, South Asia and Southeast Asia.

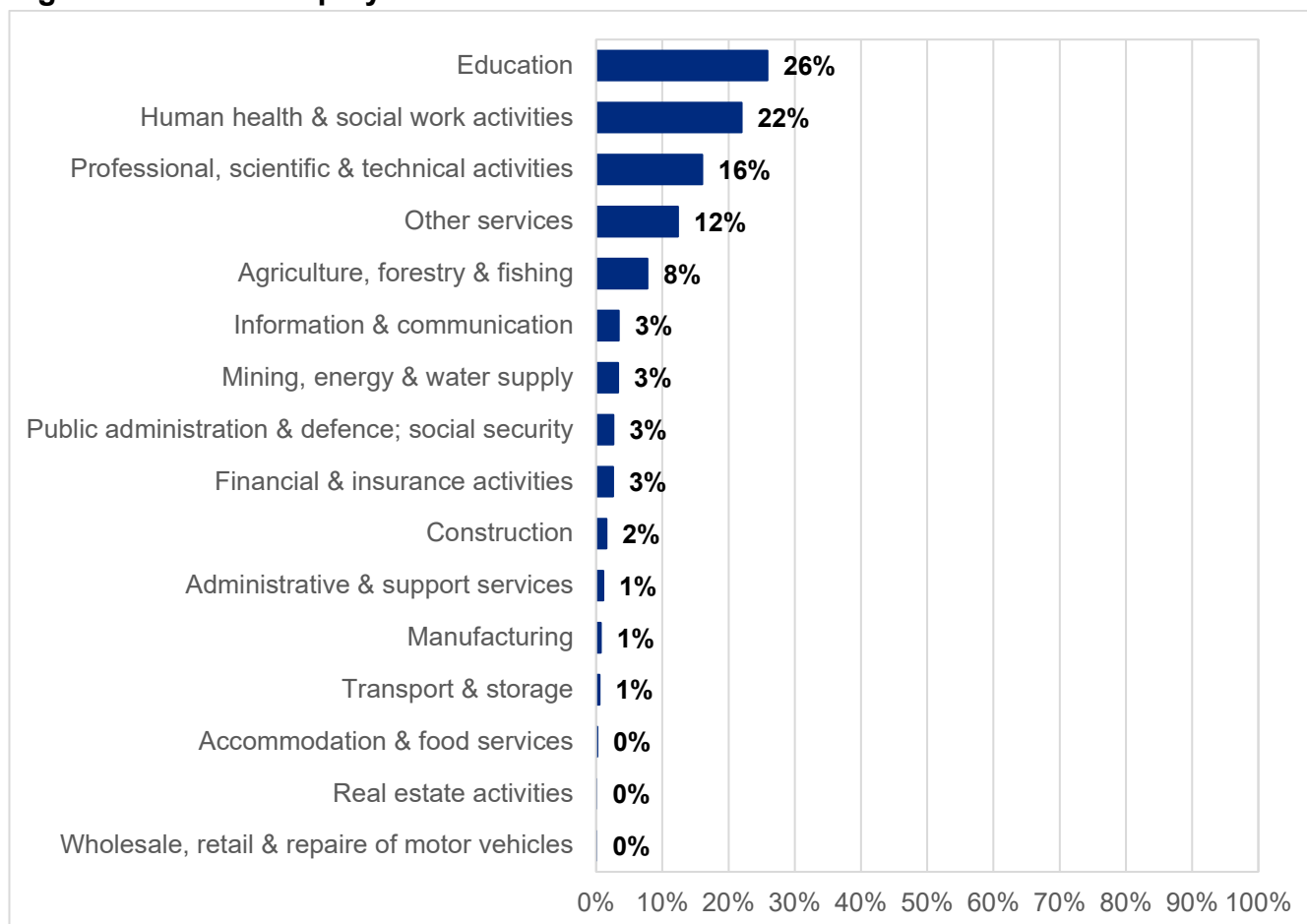
30% of respondents employed in the Southeast Asia and MENA regions were employed in the private sector.

There was an approximately equal distribution of employment sectors represented by respondents working in the Caribbean across the private, academic, public, and national government sectors.

29% of respondents working in the Pacific region selected 'Other' as their sector of employment. No further details were provided.

To understand employment in more detail, these respondents were asked to select their field of employment from a pre-set list. Responses are outlined in Figure 8.

Figure 8- Field of employment



n=1,686

Education, human health & social work activities, and professional, scientific & technical activities were the top fields of employment selected by respondents.

12% selected 'Other services' not represented by the available categories. This may include media and creative industries, as well as entrepreneurial ventures not elsewhere represented.

Studies

169 respondents reported that they were engaged in further studies post-Commonwealth Scholarship and/or Fellowship. Of these, 81% were studying full-time.

75% were studying towards a PhD and 11% a Master's degree. 4% were studying for a professional qualification.

53% of those studying were completing qualifications in Europe, with 17% studying in North America and 14% in Sub-Saharan Africa.

Civic engagement

This section of the census asked respondents to share information about their voluntary activities and/or any public appointments outside their regular employment and/or study.

Voluntary work

Census respondents were engaged in high rates of volunteer work. 62% of respondents were involved in charitable or community outreach activities and 21% held a public appointment.

Examples of volunteer work provided in open text responses included local community activities and supporting governmental and multilateral bodies. Activities span across many different areas including education, health, agriculture, gender equality, poverty eradication, and entrepreneurship.

Regionally, there were notable variances in rates of volunteer work, with respondents from Sub-Saharan Africa (66%) and Pacific (65%) significantly more likely to be involved in charitable activity than respondents from Europe (54%) and Australasia (46%).

Public appointments

44% of those who hold or have held a public appointment have done so as board members and 29% were chairing or had chaired an organisation. Organisations include National Research Infrastructure for Climate Science, Polio Expert Committee, Sri Lanka Association for the Advancement of Science, and the British Society of Gastroenterology.

Awards and honours

508 respondents reported receiving an award or honour since 2019, when the last census was conducted. Examples include the Officer of the Order of Canada, the Marie Skłodowska-Curie Actions Research Award, UNICEF Innovation award, the Republic of Kenya's Order of the Grand Warrior, and a Nobel Prize.

Alumni reflections

The final section of the census was optional for respondents to complete. This section provided an opportunity for respondents to provide general reflections on their achievements and how they felt they had made a difference to their communities, countries and beyond as a result of their Commonwealth Scholarship and/or Fellowship.

Lasting memories of studying at your university

2,477 respondents shared a lasting memory, either social or academic.

'One lasting memory from my time as a Commonwealth Scholar at my university is the sense of camaraderie and cultural exchange that permeated every aspect of campus life. Whether

in the lecture halls, student unions, or dormitories, the opportunity to interact with fellow scholars from diverse backgrounds enriched my academic journey profoundly.'

'As an online distance learner and a Commonwealth Scholar, I've had a unique journey filled with both challenges and rewards. While I may not have experienced the traditional campus life, my connection to the Commonwealth Scholarship Commission (CSC) has been invaluable in shaping my academic and personal growth. One of my lasting memories is the sense of camaraderie among fellow scholars during virtual study sessions and online forums. Despite the physical distance, the bond forged through shared experiences and intellectual discourse remains strong. This highlights the power of technology in fostering collaboration and community among scholars, transcending geographical boundaries.'

'One of my lasting memories of studying at the University of St Andrews was the sense of community and camaraderie among my peers. Whether it was engaging in lively discussions during seminars, collaborating on group projects, or simply sharing a meal in the student union, I cherished the friendships and connections forged during my time there. The supportive environment fostered a collaborative learning atmosphere where everyone felt valued and encouraged to thrive academically and personally. These meaningful interactions not only enriched my academic experience but also left a lasting impression on me, highlighting the importance of building strong relationships within the university community.'

'As a Commonwealth Academic Fellow at the University of York, one of the most enduring memories that stands out for me involves the vibrant international community and the collaborative lab atmosphere. Specifically, I fondly recall participating in a series of lab meetings and seminars and the sessions were intellectually stimulating. This experience underscored the value of diverse ideas and has continually influenced my approach to research and collaboration.'

'Being at Cambridge and being there as a Commonwealth Scholar has completely transformed my life. It was an experience I never dreamed possible for me and I learnt and grew so much through it. One of the main memories I have is of walking down the streets or halls and hearing so many different accents and languages all buzzing with excitement about their research or field of study. You could feel the energy and enthusiasm to innovate. It was a fantastic glimpse into what the world would look like if we encouraged the best in us and created a wider nurturing environment for truly diverse talent to grow and flourish. This is something I aspire to take forward in my career and personal life too.'

'Although I was doing online studies, I was able to connect socially and stay updated about events happening at the university. One of my lasting memories was participating in a virtual student club event. Despite the distance, it felt like we were all in the same room, sharing stories and laughter. It was a reminder that even in the digital world, connections can be genuine and meaningful. In terms of academics, my professors truly demonstrated passion for their fields. Despite the challenges of virtual learning, they always found innovative ways to engage students. Whether through interactive lectures, thought-provoking discussions, or virtual office hours, they went above and beyond to ensure we were learning and growing. I learned more from their enthusiasm and dedication than I ever thought possible. Their commitment to teaching inspired me to strive for excellence in my studies.'

Most significant change to yourself as a result of your Commonwealth Scholarship and/or Fellowship

2,622 respondents shared examples of the most significant personal change as a result of their CSC-funded studies.

'The most significant transformation I've undergone due to my Scholarship is the profound shift from obscurity to expertise in the field of electrical renewable energy. This Scholarship not only facilitated my journey to earning a PhD in engineering from one of the world's premier universities but also catapulted me into becoming an authority in my chosen field. Without the support of the Commonwealth Scholarship, such a transformation would have been inconceivable.'

'The most significant change for me as a result of my Commonwealth Scholarship or Fellowship has been the broadening of my global perspective and deepening of my commitment to social impact. Through this opportunity, I had the privilege of engaging with scholars and practitioners from diverse backgrounds, exchanging ideas, and collaborating on projects aimed at addressing pressing global challenges. This experience has not only expanded my knowledge and skills but has also ignited a passion for effecting positive change in my community and beyond. I am now more empowered and inspired to contribute meaningfully to creating a more equitable and sustainable world.'

'Confidence! I wouldn't say my key motivations as an individual changed but my willingness to back myself was massively enhanced. When I started at Cambridge, I realised the education system I had come from was 10 years behind and I had a lot of catching up to do to get to my peer's starting point. Initially, I was tempted to give up and I thought the CSC had made a mistake. But then I chose to put in the additional work, ask questions, build my network and keep trying. Knowing now that I can do that has been hugely transformational, and it came partly from my own resilience but a lot from having the Scholarship and feeling that support. At the end of my MPhil, I was so proud of my research which has helped me impact vulnerable groups positively. I no longer walk into rooms and assume I have nothing to offer, I now bring my ideas to the table and know I contribute more. I will always be grateful for the Scholarship in transforming not who I am as a person but in how I present myself and thereby how I impact the world.'

'The Commonwealth Scholarship opened up the world for me. I came from a small town in Canada and had not previously been to Europe. Studying in Oxford allowed me to experience the highest calibre of scholarship and the talents of professors and students from around the world. To say that the Commonwealth Scholarship expanded my horizons would be an understatement - it was literally life changing.'

'Where would I be without my Scholarship? I cannot fully express how grateful I am to the Scholarship scheme. The Scholarship scheme catapulted my career to a great start. I discovered my love for research science and sought to advance in the field of scientific and biomedical research. Shortly after my Scholarship, I started a PhD fellowship in biomedical research investigating the genetic and molecular mechanisms of complex diseases and

cancers. I am proud of the person I have become nearly ten years after my Scholarship, conducting translational research in health and diseases. To me, the Scholarship scheme was a stepping stone into greatness and I am most grateful.

‘The CSC Scholarship profoundly empowered me to pursue my research interests in Sustainable Energy Management, specifically focusing on energy behaviour change and the strategic use of technology to foster this shift. At the time, this area was not widely recognised or sufficiently valued in my home country, and many doubted that it was the best application of my talents. However, my studies exposed me to pioneering ideas and practices being embraced in the UK, confirming that I was on the cutting edge of a significant transformation. This experience has placed me at the forefront of this field, passionately advocating for innovative solutions that are now gaining traction globally. The Scholarship didn't just support my academic pursuits; it ignited a fervent commitment to drive change in sustainable energy practices, which I continue to advance with conviction.’

Significant change that respondents have made in their institution, community or the world as a Commonwealth Alumnus.

2,454 respondents provided information on a significant change or impact they have brought about.

‘Since taking up appointment as Country Director, I have successfully repositioned the organisation as a key leader in the localisation drive, and as a go-to organisation for partnership approach to programming. I have a more motivated team that is contributing to innovative impact in women's digital economic empowerment and in accountability in governance.’

‘I have improved global access to HIV and TB prevention and treatment and am now working on improving access to Universal Health Coverage for the most vulnerable communities around the world. I work with international funders like the Global Fund, the World Bank and the WHO, in partnership with National governments, to reduce medical poverty and inequality, and improve opportunities for all people to survive and thrive.’

‘As a Commonwealth Alumnus, my most notable contribution has been my dedication to educating the next generation of engineers and preparing them to innovate towards achieving net-zero goals. Over the past few years, I've channelled my passion for teaching engineering into equipping students with the skills and mindset necessary to devise design solutions geared towards sustainable development. By fostering a culture of innovation and environmental consciousness in the academic realm, I aim to make a meaningful impact on our journey towards a net-zero future.’

‘In 2017, I founded a social enterprise supporting sustainable medical technology innovation, specialising in low and middle income countries (mainly Commonwealth countries in Africa and the Pacific).’

‘Between 2017 and 2018, I led a project that introduced HIV self-testing in Zambia. This was an innovation that had never been tested to scale in Africa. Working with several other people, I successfully worked on the operationalisation of introducing the intervention and having it part of the national HIV testing initiative. Similarly, and based on this experience, WHO in South Sudan engaged me in 2022 to conduct a pilot in that country. The pilot informed a national scale-up plan which has since been achieved.’

‘I have developed technologies that can convert mixed plastic waste to high value petrochemicals and low carbon footprint fuels, as part of an effort to develop a circular economy for plastics and decarbonisation of the refinery. I have also developed technologies for the direct conversion of crude oil to petrochemicals and fuels, by streamlining or bypassing some refinery process in an effort to save cost and reduce the carbon footprint of refinery processes.’

‘I led and participated in research projects that leverage remote sensing techniques to address pressing issues in Tanzania, such as deforestation, urbanisation, climate change impacts, and natural resource management. By conducting high-quality research and developing innovative solutions, that contributed to evidence-based policymaking and sustainable development in my country.’

‘The most significant change that I have made in my home country is to establish two organisations with the function of facilitating employment and skill development for persons with disabilities. It was the first of its kind and, to date, is the only centre with the sole responsibility of providing employment and skills development for persons with disabilities in my home country.’

‘While I believe that my greatest contributions are still ahead, my current position has given me both a national and Caribbean regional platform to implement my expansive ideas. My research has led to the development of a System Dynamics framework designed to accelerate the transition to a sustainable energy future. This framework integrates demand response with sustainable energy management practices. I am confident that it will play a pivotal role in revolutionising sustainable energy practices in my country and across the Caribbean. I am committed to ensuring that my work has a profound and lasting impact on society, driving us toward a more sustainable future.’

‘As a Commonwealth Alumnus, the most significant change I have made is the establishment of a Disaster Displacement Research Hub at my institution. This initiative has fostered significant international collaborations and has been pivotal in promoting research and policy development on climate mobility and disaster displacement. Through this hub, we have influenced both academic and practical approaches within the field, contributed to the enhancement of disaster preparedness and response strategies, and provided actionable insights to policymakers and stakeholders globally. This work aims to mitigate the impacts of disasters on vulnerable populations and enhance resilience in communities prone to hydrometeorological hazards.’

‘The most significant change that I have made in the education and mentoring of young Papua New Guineans at the University of PNG who now occupy positions of influence in government, civil society and the private sector. I also continue to advocate for gender

equality and women's empowerment in all sectors of society, and particularly in political leadership and decision-making.'

Advice to future Commonwealth Scholars

Finally, respondents were asked to share a piece of advice for the incoming 65th cohort of Commonwealth Scholars and Fellows. 2,545 respondents shared advice and words of encouragement.

'Be bold and be fearless. During my Scholarship, I was often worried if I had amassed enough knowledge to do something original or groundbreaking in my thesis work. My supervisor responded to me with the advice I needed to hear: "It's time to stop packing your bags and take the journey." I want the new generation of scholars and fellows to hear the same advice. You are more ready than you think you are, and you can be agents of positive change.'

'My biggest piece of advice for new Commonwealth Scholars and Fellows is to engage with the world around you - don't fall into the trap of isolating yourself within your university! Get out into the city or town where you are studying and embrace everything it has to offer, from local food and culture to expanding new networks beyond your academic community.'

'Grab every opportunity that comes your way! Go to talks, seminars and conferences - and introduce yourself. Ask questions, be present, be bold, make friends, be curious and work hard. This opportunity can open so many doors for you if you only have the courage to cross the threshold.'

'My advice to new Commonwealth Scholars and Fellows taking up their awards in 2024 is to embrace every opportunity with an open mind and a spirit of curiosity. Take full advantage of the resources, mentorship, and networking opportunities available to you during your scholarship or fellowship tenure. Be proactive in seeking out experiences that align with your academic and professional goals, and don't be afraid to step out of your comfort zone to explore new ideas and perspectives. Remember to balance academic rigor with personal growth and well-being, and always strive for excellence in everything you do. Finally, stay connected with your fellow scholars and alumni network, as they can offer invaluable support, guidance, and inspiration throughout your journey.'

'My advice to new Commonwealth Scholars and Fellows embarking on their awards in 2024 is to recognise the immense significance of this opportunity. It has the potential to be the single most transformative experience in your life, opening doors that you never thought possible. Approach it with an insatiable thirst for learning, as it is tailor-made for those who are deeply passionate about expanding their knowledge and horizons. Embrace every aspect of this journey, for it has the power to shape not only your career but also your entire perspective on the world.'

'Make the most of the networking opportunities - make lifelong friends, learn about disciplines and cultures beyond your own, and build connections that will help you become a mentor, ally and champion for those without this opportunity in the future.'

'To my fellow distance learners, navigating the balance between life and school can be quite a challenge, especially without the structure of a physical classroom. My advice? Seek out study buddies to lighten the load. Collaborating with peers not only makes learning more enjoyable but also provides invaluable support and motivation along the way.'

'To new Commonwealth Scholars and Fellows taking up their awards in 2024, my advice is to embrace the journey with an open mind and heart. Transitioning to a new country and academic system can be challenging, especially if you're an introvert or unfamiliar with the local culture. It's important to seek out support early on—connect with mentors and engage with your peers. They can offer invaluable guidance and encouragement. Don't be afraid to ask for help when needed and take advantage of the resources available to you. Embrace the diversity around you and be open to learning from the different perspectives of your classmates. This experience is not only about academic growth but also personal development. Stay resilient, be patient with yourself, and remember that challenges are a part of the learning process. Most importantly, enjoy the journey and make the most of this incredible opportunity.'

Responses shared in the significant change questions have and will continue to be used to identify anonymous examples of the impact of Commonwealth Scholarships and Fellowships. In some cases, respondents may be invited to expand on their responses and participate in the CSC's interview work stream to produce more in-depth case studies and articles.

The advice and lasting memories responses have been analysed and will be used to provide support and guidance to 2024 and future cohorts of Commonwealth Scholars on ways to make the most of their Scholarship and study opportunity.

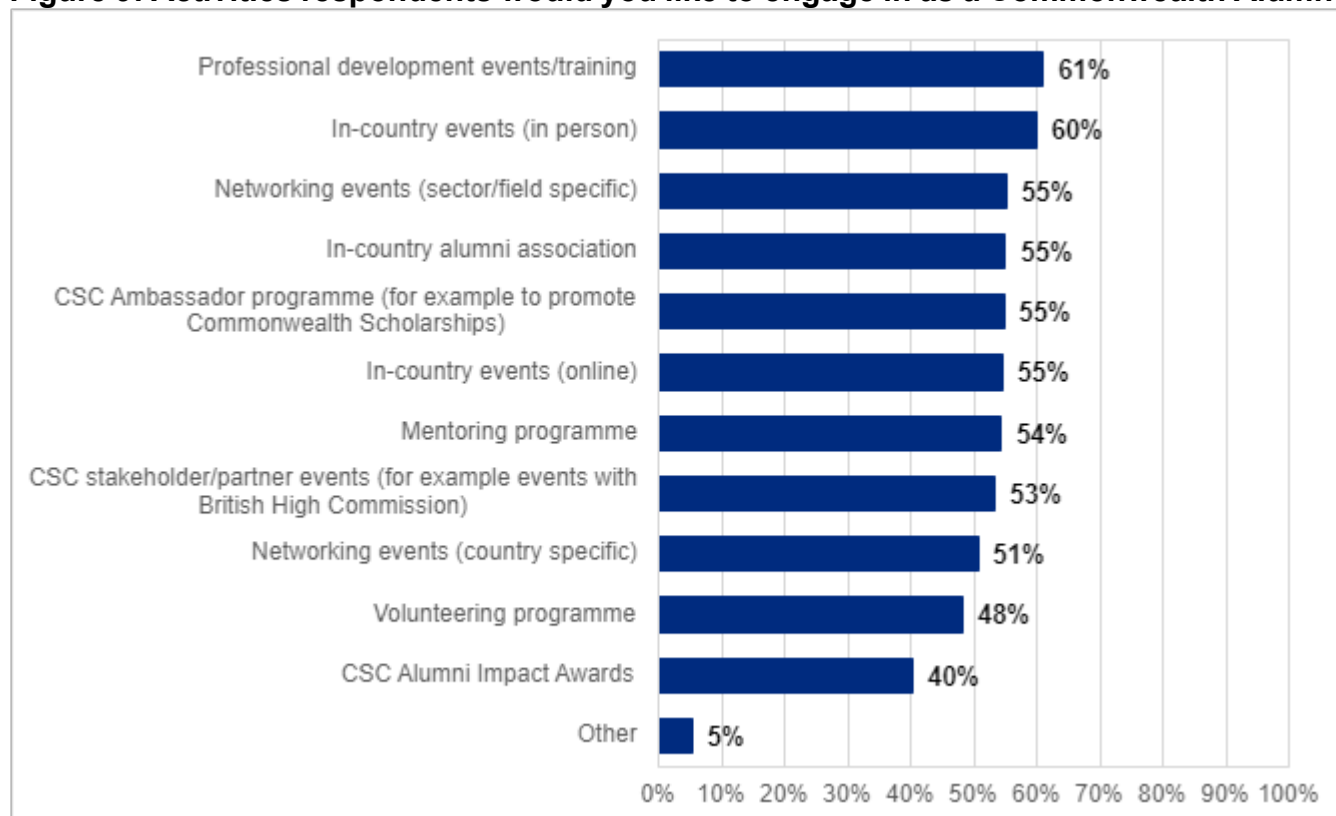
Future alumni engagement

At the time of the census, work was ongoing to evaluate the current alumni engagement programme to inform the development of a new three-year alumni engagement strategy.

Respondents were asked to select from a list of activities which they would like to engage in as Commonwealth Alumni. Some of these activities were already offered as part of the current strategy and others were new opportunities.

This section of the census was optional. 3,166 respondents participated.

Figure 9: Activities respondents would you like to engage in as a Commonwealth Alumnus



n=3,166

Based on the responses in Figure 9, in-country opportunities through events and activities were popular selections, as well as activities supporting professional and personal development. The opportunity to more formally act as an ambassador of the CSC was highly rated. Continued support for the CSC Mentoring Programme was also reflected in selections.

Of those who selected 'Other', respondents largely reiterated support for the activities listed and those they had selected. In particular, respondents showed significant interest in a CSC ambassador programme, opportunities for volunteerism (supporting scholars, alumni and local communities), professional and skills development training, activities that support large and small scale networking opportunities, events, and mentoring.

Reflecting on the existing alumni engagement programme and the selections outlined in Figure 8, there are existing activities which meet or part-meet alumni expectations for engagement. These include events (in-person and online), the Alumni Community Engagement Fund and CSC Mentoring Programme.

Summary

The 65th Anniversary Commonwealth Alumni Census has enabled the CSC to engage with alumni in a key anniversary year and take a snapshot of the current employment status and impact of Commonwealth Scholars over the last 65 years.

The high response rate saw participation from alumni across all CSC programmes, regions and decades of the CSC's 65 year history. Responses have shown that alumni are employed across a number of major sectors and fields, with the vast majority based in their home country or region. A significant number also hold or have held public appointments and there is a

commendable charitable ethos amongst alumni through voluntary activities undertaken alongside employment and/or study. Since 2019, alumni have also been honoured with public awards recognising their professional and personal contributions, and role as changemakers and leaders in sustainable development.

3,432 alumni records have been updated or information validated, supporting the CSC's work to monitor and evaluate career trajectories of Commonwealth Alumni and continue to communicate with alumni.

Reflections on the personal and institutional and community impact of respondent's Commonwealth Scholarship and/or Fellowship has provided insight into the types of contributions alumni are making across a range of sectors and fields and in their local communities, institutions and beyond.

Appendix 1

Region assigned by CSC	Country
Anguilla	Caribbean
Antigua and Barbuda	Caribbean
Australia	Australasia
Austria	Europe
Bahamas	Caribbean
Bangladesh	South Asia
Barbados	Caribbean
Belgium	Europe
Belize	Caribbean
Bermuda	Caribbean
Botswana	Sub-Saharan Africa
Brazil	South America
Cameroon	Sub-Saharan Africa
Canada	North America
Cayman Islands	Caribbean
China	Southeast Asia
Congo	Sub-Saharan Africa
Congo, The Democratic Republic Of The	Sub-Saharan Africa
Côte d'Ivoire	Sub-Saharan Africa
Cyprus	Europe
Czech Republic	Europe
Denmark	Europe
Dominica	Caribbean
Egypt	MENA
Eritrea	Sub-Saharan Africa
Estonia	Europe
Ethiopia	Sub-Saharan Africa
Falkland Islands	Caribbean
Fiji	Pacific
Finland	Europe
France	Europe

Germany	Europe
Ghana	Sub-Saharan Africa
Gibraltar	Europe
Grenada	Caribbean
Guyana	Caribbean
Hong Kong	Southeast Asia
Hungary	Europe
India	South Asia
Iraq	MENA
Ireland	Europe
Islamic Republic of Iran	MENA
Italy	Europe
Jamaica	Caribbean
Japan	Southeast Asia
Jordan	MENA
Kenya	Sub-Saharan Africa
Kingdom of Eswatini	Sub-Saharan Africa
Lesotho	Sub-Saharan Africa
Luxembourg	Europe
Malawi	Sub-Saharan Africa
Malaysia	Southeast Asia
Maldives	South Asia
Malta	Europe
Mauritius	Sub-Saharan Africa
Montserrat	Caribbean
Mozambique	Sub-Saharan Africa
Namibia	Sub-Saharan Africa
Netherlands	Europe
New Zealand	Australasia
Nigeria	Sub-Saharan Africa
Norway	Europe
Oman	MENA
Pakistan	South Asia
Papua New Guinea	Pacific

Philippines	Southeast Asia
Poland	Europe
Portugal	Europe
Republic of Korea	Southeast Asia
Rwanda	Sub-Saharan Africa
Saint Helena	Sub-Saharan Africa
Saint Kitts and Nevis	Caribbean
Saint Lucia	Caribbean
Saint Vincent and the Grenadines	Caribbean
Saudi Arabia	MENA
Senegal	Sub-Saharan Africa
Seychelles	Sub-Saharan Africa
Sierra Leone	Sub-Saharan Africa
Singapore	Southeast Asia
Somalia	Sub-Saharan Africa
South Africa	Sub-Saharan Africa
South Sudan	Sub-Saharan Africa
Spain	Europe
Sri Lanka	South Asia
Sweden	Europe
Switzerland	Europe
Tanzania	Sub-Saharan Africa
Thailand	Southeast Asia
The Gambia	Sub-Saharan Africa
Tonga	Pacific
Trinidad and Tobago	Caribbean
Turkey	Europe
Turks and Caicos Islands	Caribbean
Uganda	Sub-Saharan Africa
Ukraine	Europe
United Arab Emirates	MENA
United Kingdom	Europe
United States	North America
Virgin Islands (U.S.)	Caribbean

Zambia	Sub-Saharan Africa
Zimbabwe	Sub-Saharan Africa