

FK Participant survey 2009

The FK Participant survey 2009 is a direct follow-up of the participant survey conducted in 2006. The survey conducted in 2006 was targeted at Norwegian participants only, and this survey has intended to find whether the trends found in 2006 still is to be found, and if we are able to find similar or other trends among participants from South.

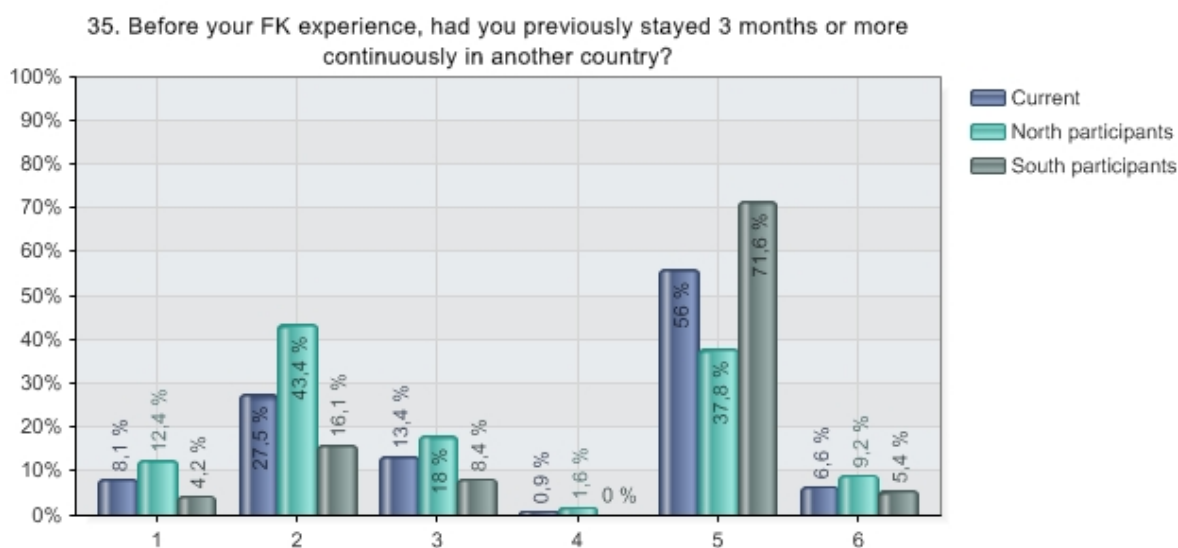
As we have no control group, and the FK participant has some clear characteristics, we are not able to say that all the trends are direct impact from the FK-exchange. We will therefore have to rely on the participants subjective opinions on our impact. We are, however, able to say something about trends in career development for FK participants in general.

The questionnaire delivered 925 responses (29%) which is a sufficient number in itself to draw some conclusions. We have collected data of direction of exchange, country, program line, sector, age, when they travelled abroad etc to check for bias in the population. Except for a natural tendency that participants who have returned in the last years and North-participants are more inclined to answer (better contact data), there are no bias that forces us to weight data. Hence we consider the data to be reliable.

Overall findings

Background:

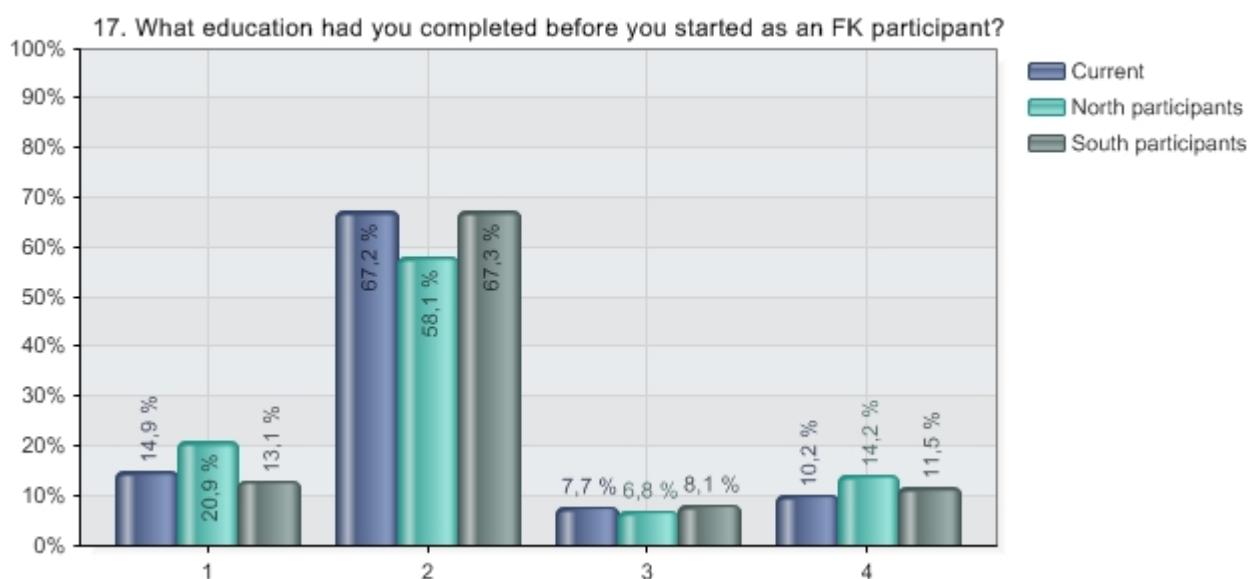
As we could imagine there are significant differences between participants from North and South related to their background experiences. Far more Norwegians have experiences from other countries than their counterparts in South. The trend from the survey in 2006, that the FK exchange program reaches out to around 30 – 40 % that have no long term engagement in foreign countries still holds for the Norwegians. In South, however we can see that 71% get their first long term experience in another country through FK Norway.



Alternatives	Total		North		South	
	Percent	Value	Percent	Value	Percent	Value
1 Yes, as a tourist	8,1 %	77	12,4 %	55	4,2 %	11
2 Yes, as a student	27,5 %	262	43,4 %	193	16,1 %	42
3 Yes, for work	13,4 %	127	18,0 %	80	8,4 %	22
4 Yes, as a spouse	0,9 %	9	1,6 %	7	0,0 %	0
5 No	56,0 %	533	37,8 %	168	71,6 %	187
6 Other, please specify	6,6 %	63	9,2 %	41	5,4 %	14
Total		951		445		261

Education:

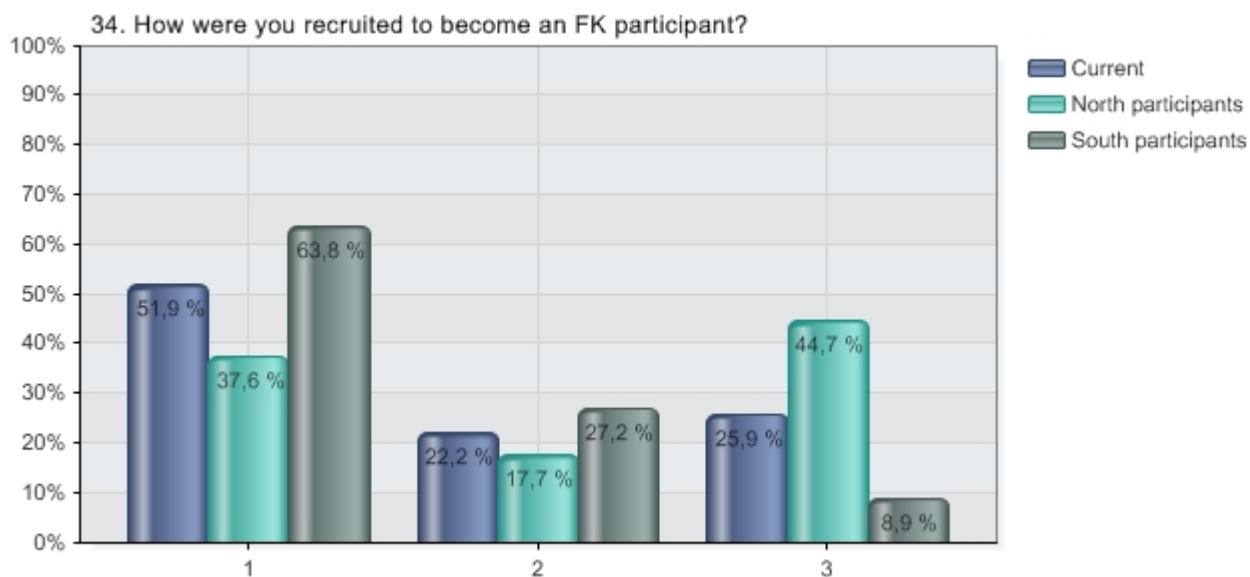
The majority of FK participants have completed higher education prior to the exchange. There is a small, but significant, tendency that more South-participants have higher education.



Alternatives	Current		North participants		South	
	Percent	Value	Percent	Value	Percent	Value
1 High School complete	14,9 %	141	20,9 %	93	13,1 %	34
2 Higher education complete (university or college)	67,2 %	636	58,1 %	258	67,3 %	175
3 Other completed education beyond high school	7,7 %	73	6,8 %	30	8,1 %	21
4 Interrupted ongoing education in order to be FK participant	10,2 %	97	14,2 %	63	11,5 %	30
Total		947		444		260

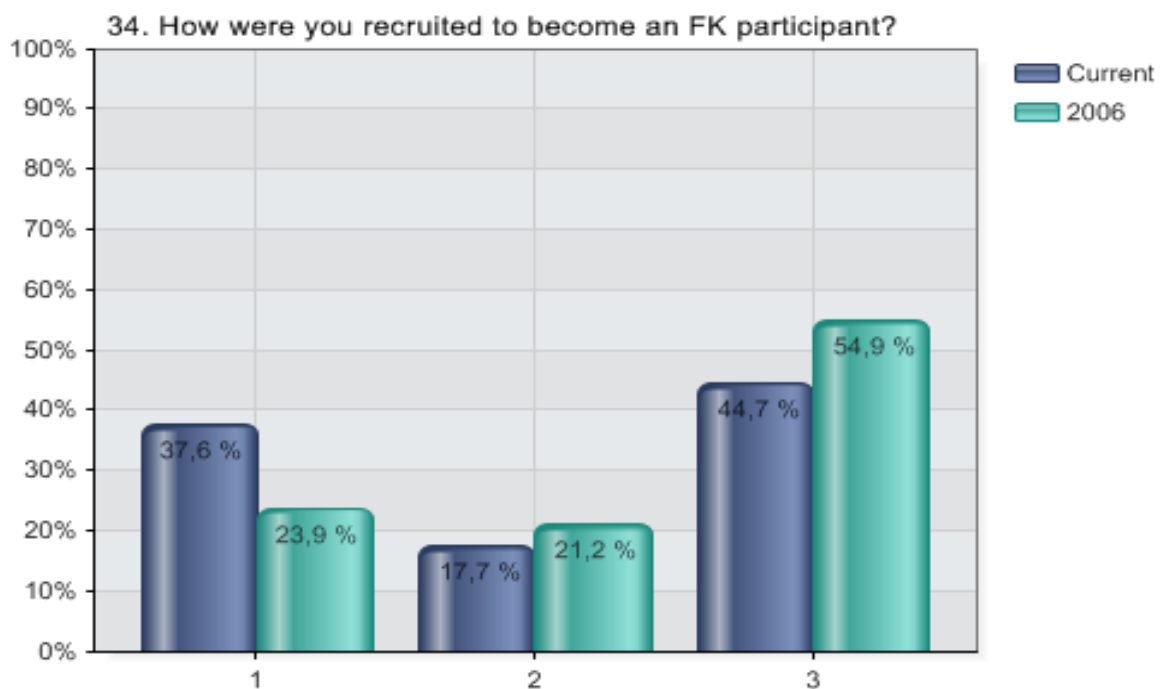
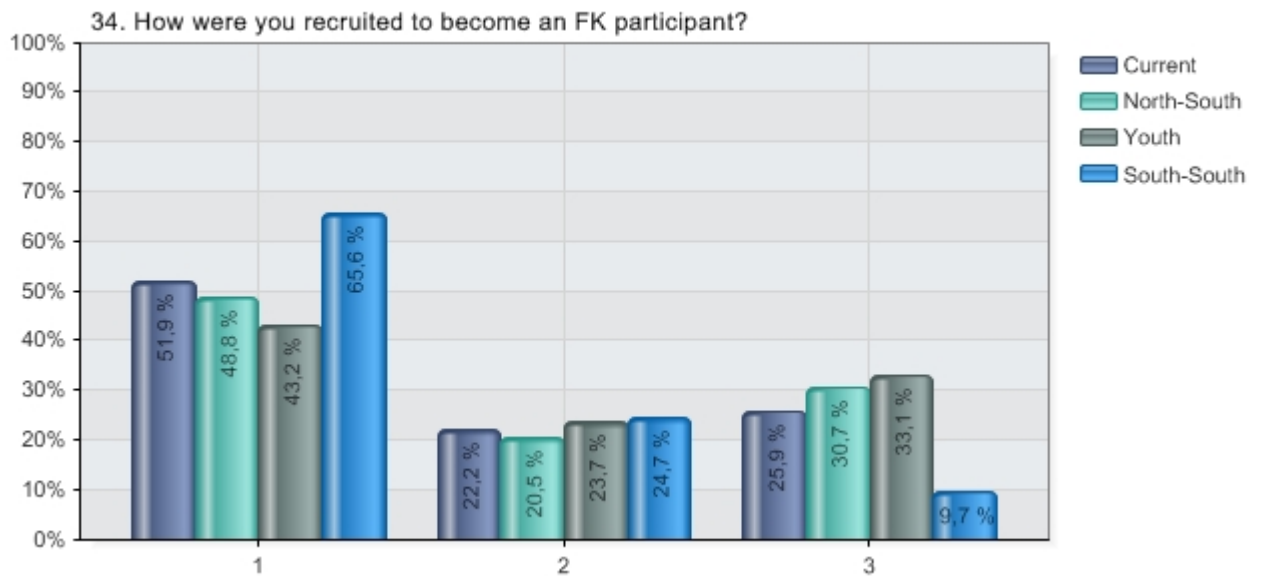
Recruitment:

Overall, 26% of the participants were recruited with no previous connection to the sending organization. However, there are significant differences between North and South. Amongst Norwegian participants 45% are externally recruited, as the same number for South-participants is 9%.



participants	Current		North participants		South	
	Percent	Value	Percent	Value	Percent	Value
1 I was employed with the partner that was responsible to send me out (internally recruited by home partner)	51,9 %	484	37,6 %	163	63,8 %	164
2 I was recruited from another institution that cooperated with the responsible home partner	22,2 %	207	17,7 %	77	27,2 %	70
3 I was recruited with no previous connections to home partner or its network	25,9 %	241	44,7 %	194	8,9 %	23
Total		932		434		257

If we divide these numbers into program lines, we can also see the same pattern, as South-South partnerships have only 10% externally recruited participants. We can also see that the Youth program has slightly more external recruitment than North-South, but that this difference might be within the limits for normal variation. Looking at the last diagram we see that the use of internal recruitment in Norway has increased significantly within the last three years. When comparing Norwegian participants' answers on the same question in 2006 and 2009 internal recruitment has moved from 24% to almost 38%, and thus a decrease of external recruitment from 55% to 45%.



Current - 34. How were you recruited to become an FK participant?

N	434
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2006 - 32. Hvordan ble du rekruttert som fredskorpsdeltaker?

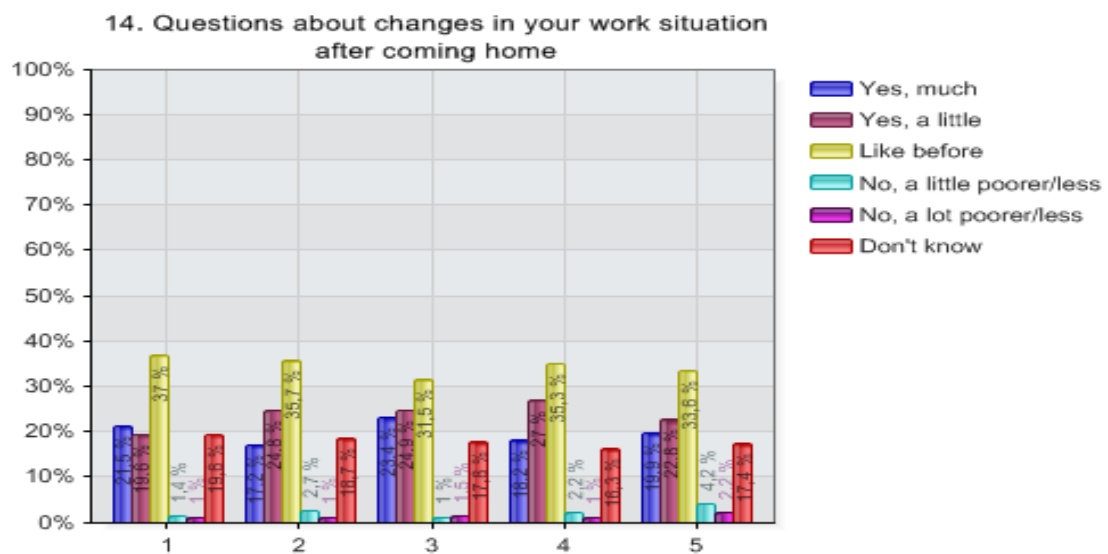
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- 1 I was employed with the partner that was responsible to send me out (internally recruited by home partner)**
- 2 I was recruited from another institution that cooperated with the responsible home partner**
- 3 I was recruited with no previous connections to home partner or its network**

Career changes

Changes in work situation:

Results in perceived changes in the work situation for Norwegian participants tells us that 40-50% feel that their work situation has improved, 30-40% feel that nothing have changed, and almost 20% don't know. The high degree of "don't know" answers can be explained by the fact that many of the participants go back to studies, and open answers tells us that they find it difficult to answer questions related to work situation.



14.1 Have you got a better job today than when you came home?

N	414
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14.2 Have you got more independence in your job today than when you came home?

N	412
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14.3 Have you got greater professional responsibility today than when you came home?

N	410
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14.4 Have you got greater leadership responsibility today?

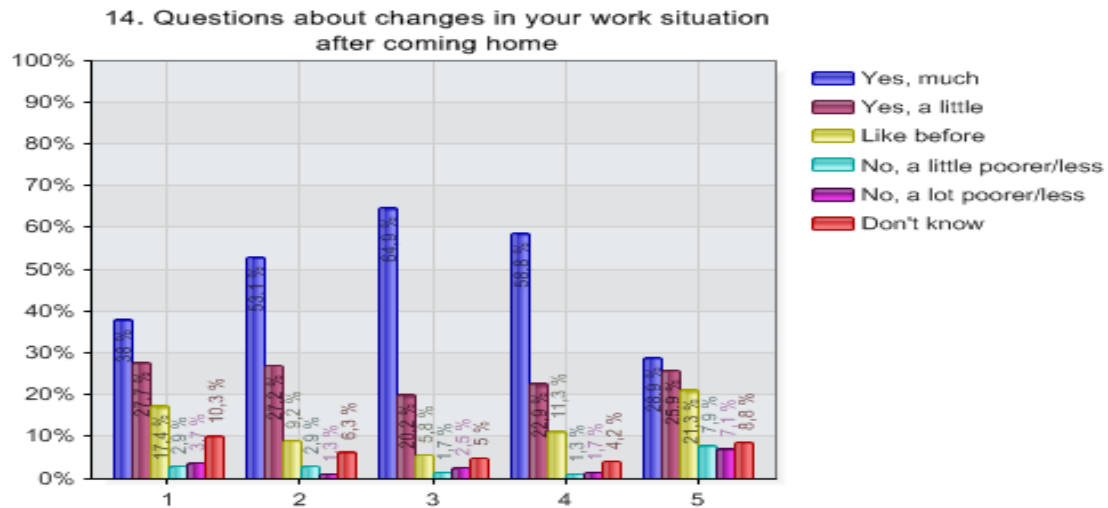
N	411
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14.5 Have you got better salary today than when you came home?

N	408
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These answers are in line with results from 2006, where 40-50% perceived a positive change in work situation while 50-60% felt no change. In the survey from 2006 "don't know" was not an option.

Also in this area there are significant differences between North- and South- participants. South participants report that 70% have experienced a positive change in their work situation after the FK exchange. There may be multiple reasons for the difference between North and South participants in this area. There are reasons to investigate further if this difference is due to more internal (and targeted) recruitment, that this is a more rare experience for South-participants or that South participants have a higher tendency of completing their exchange prior to the exchange.



14.1 Have you got a better job today than when you came home?

N 242

14.2 Have you got more independence in your job today than when you came home?

N 239

14.3 Have you got greater professional responsibility today than when you came home?

N 242

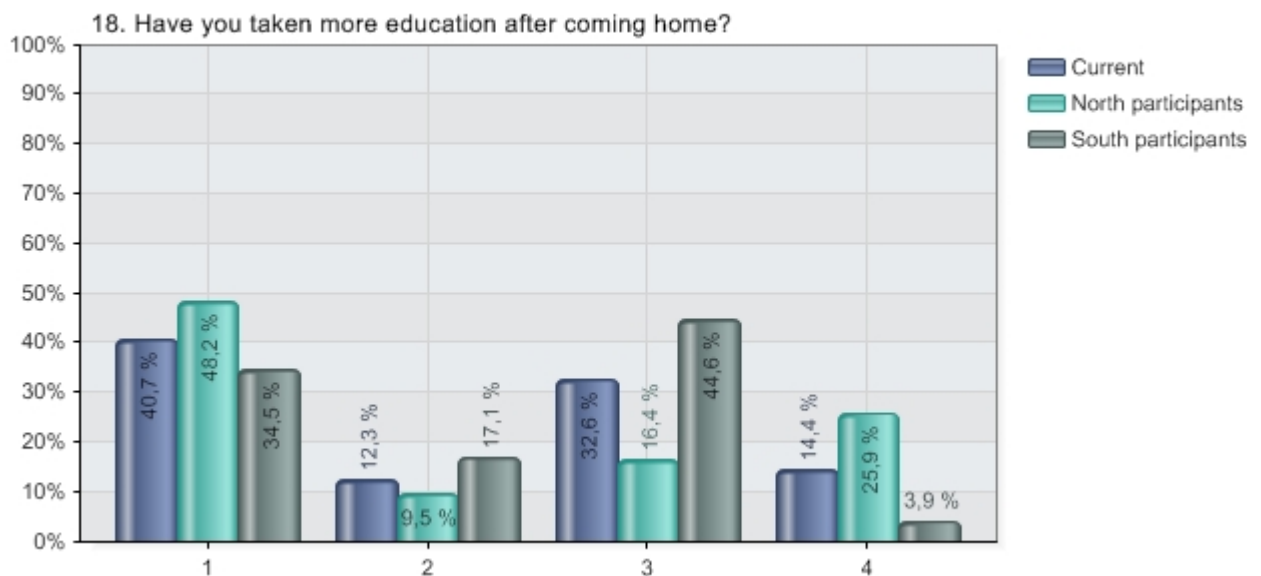
14.4 Have you got greater leadership responsibility today?

N 240

14.5 Have you got better salary today than when you came home?

N 239

Change in education: There was a tendency that South participants had completed more education prior to the exchange than North participants. Hence there is no surprise that more North-participants have taken more education after coming home. It is however interesting to notice that while more Norwegians who have completed their education not plan to take further education almost all of the South participants intends to get more education.



Alternatives	Current		North participants		South parti	
	Percent	Value	Percent	Value	Percent	Value
1 Started or completed higher education	40,7 %	381	48,2 %	212	34,5 %	89
2 Started or completed short-term diploma courses	12,3 %	115	9,5 %	42	17,1 %	44
3 I have not taken more education, but I have plans to do so	32,6 %	305	16,4 %	72	44,6 %	115
4 I have not taken more education and I do not plan to	14,4 %	135	25,9 %	114	3,9 %	10
Total		936		440		258

Compared to the 2006 study we can see that the difference between the North-South program and the youth program has been leveled out. In 2006 85% of the Youth participants and 20% of the North-South participants had taken further education after coming home. In the 2009 study 69% of the Youth participants have taken more education and 50% of the North-South participants have done the same.

Compulsory activities

Homecoming seminar / debrief

The 2006 study raised a concern about low participation at the homecoming seminars. As the table used in that study was based on more accurate dates of exchange we are not able to compare tables, but we are able to see if there has been increased level of participation for the last years.

	Total	6. When did you travel abroad?									
		2001	2002	2003	2004	2005	2006	2007	2008		
		%	%	%	%	%	%	%	%	%	
8. Have you attended FK homecoming seminar (debriefing)?	Yes	65,4	69,2	61,9	63,0	68,3	65,4	66,3	66,1	66,2	
	No, but I have been invited	11,4	0,0	16,7	7,4	8,5	10,5	11,0	13,5	12,3	
	Not invited or attended	22,4	30,8	21,4	29,6	23,2	24,1	22,7	20,4	21,6	
	N	946	13	42	54	82	133	181	230	204	

As we can see this table shows a stable participation at homecoming seminars at around 2/3 of all participants, which is almost the same as the 2006 study (62%). However the 2006 study covered only Norwegian participants on the North-South program.

Norwegian North-South:

		Total	6. When did you travel abroad?							
			2001	2002	2003	2004	2005	2006	2007	2008
		%	%	%	%	%	%	%	%	%
8. Have you attended FK homecoming seminar (debriefing)?	Yes	61,3	66,7	83,3	65,4	75,0	62,2	67,2	58,9	45,9
	No, but I have been invited	15,9	0,0	11,1	7,7	16,7	15,6	10,9	21,1	19,7
	Not invited or attended	22,2	33,3	5,6	26,9	8,3	22,2	21,9	20,0	34,4
	N	333	3	18	26	24	45	64	90	61

If we look at these numbers we can actually tell that there has been a negative trend among Norwegian North-South participants the last couple of years. Also, one out of five participants claims not to have been invited to the homecoming seminar.

When we look at the tables for the other program lines, including South participants on exchange to Norway, we can start to understand some trends. The reason why the overall results showed stable participation was due to increased use of homecoming seminars for the youth participants. We can see that there are slightly more South participants that attend homecoming seminars, but that the figures on the North-South program is far below the numbers in the South – South program, where almost 90% of the participants have attended debriefing during the last two years.

Tables for all program lines:

South-North participants:

8. Have you attended FK homecoming seminar (debriefing)?		Total		6. When did you travel abroad?						
			2001	2002	2003	2004	2005	2006	2007	2008
		%	%	%	%	%	%	%	%	%
Yes	Yes	71,1	60,0	37,5	76,9	76,2	78,8	68,8	73,2	66,7
	No, but I have been invited	6,0	0,0	25,0	7,7	4,8	3,0	3,1	5,4	9,1
	Not invited or attended	22,9	40,0	37,5	15,4	19,0	18,2	28,1	21,4	24,2
	N	201	5	8	13	21	33	32	56	33

Youth participants

8. Have you attended FK homecoming seminar (debriefing)?		Total		6. When did you travel abroad?						
			2001	2002	2003	2004	2005	2006	2007	2008
		%	%	%	%	%	%	%	%	%
Yes	Yes	51,5	0,0	0,0	50,0	59,1	58,3	48,7	44,1	60,0
	No, but I have been invited	17,5	0,0	33,3	0,0	4,5	20,8	20,5	23,5	17,5
	Not invited or attended	29,2	0,0	66,7	50,0	36,4	20,8	30,8	32,4	22,5
	N	171	0	3	6	22	24	39	34	40

South-South participants

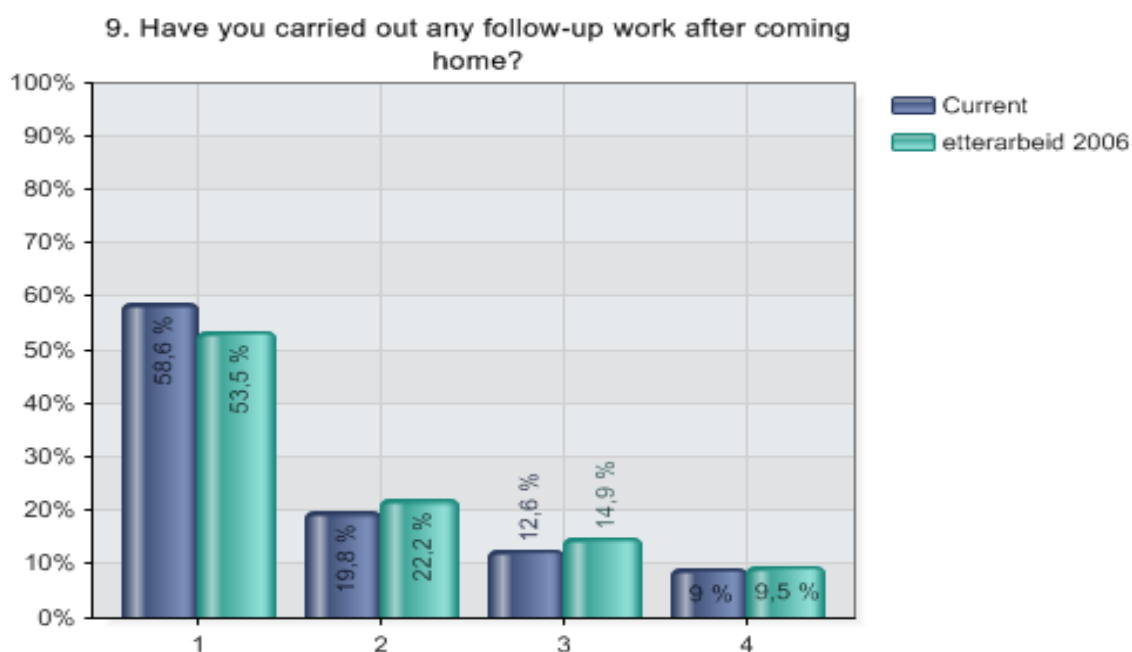
8. Have you attended FK homecoming seminar (debriefing)?		Total		6. When did you travel abroad?						
			2001	2002	2003	2004	2005	2006	2007	2008
		%	%	%	%	%	%	%	%	%
Yes	Yes	76,1	66,7	61,5	44,4	57,1	60,0	77,8	87,2	86,8
	No, but I have been invited	5,7	0,0	15,4	11,1	7,1	3,3	8,9	2,1	4,4
	Not invited or attended	17,8	33,3	23,1	44,4	35,7	36,7	13,3	10,6	8,8
	N	230	3	13	9	14	30	45	47	68

Follow up work

All the participants are required to carry out follow-up work upon arrival to Norway. This applies to both the Youth and North-South program. On the latter, the follow-up work is often set to be one month, while on the Youth program it might last three-four months.

The 2006 study revealed that *“As many as 45 percent did not carry out as much follow-up work that they were supposed to. 10 percent has never carried out any follow-up work.”*

When we compare results from our study to results from the 2006 study, we find that not much has changed in this department:



Current - 9. Have you carried out any follow-up work after coming home?

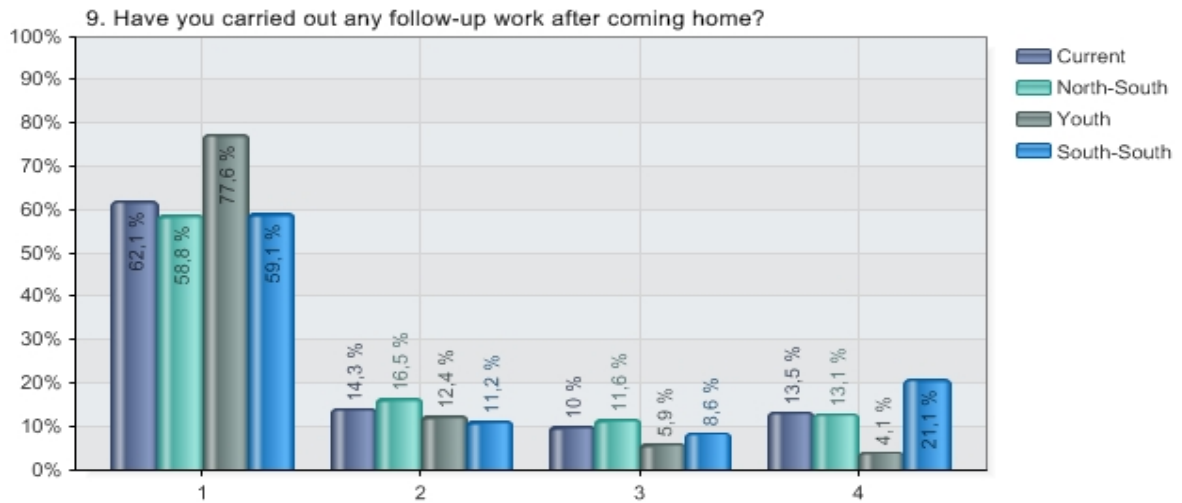
N	444
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etterarbeid 2006 - 8. Har du utført informasjonsarbeid etter hjemkomst?

N	275
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- 1 Yes, one month or more
- 2 Yes, about 2-3 weeks
- 3 Yes, for about one week
- 4 No, none

If we look at the different program lines there are not so big differences as we could expect, except for the fact that Youth-participants are more inclined to do longer follow-up work. It is also worth noticing that 21% of South-South participants do no follow-up work at all.

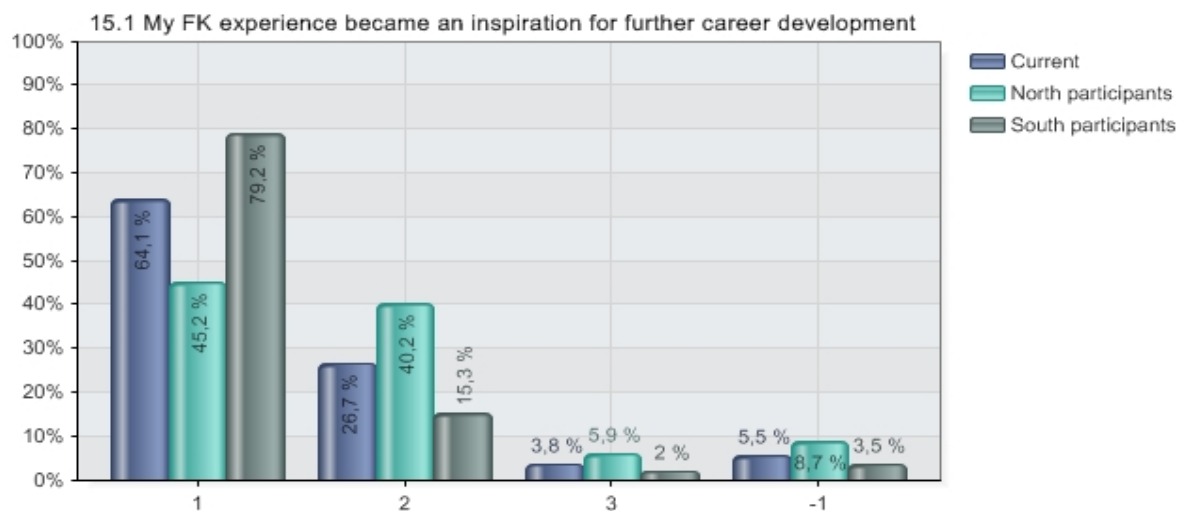
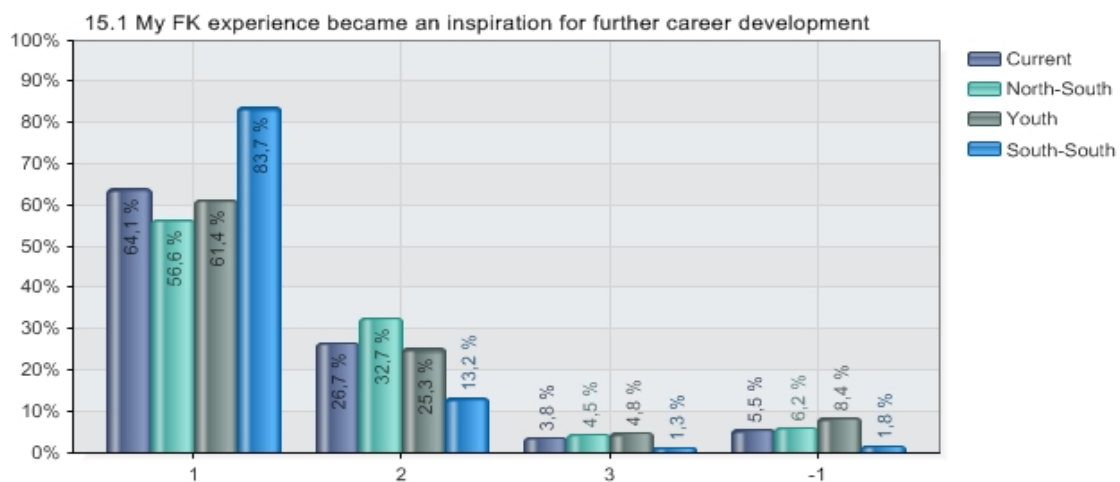


What we do find, however, is that South participants on the North-South and youth program do significantly more follow-up work compared to their Norwegian counterparts. While 53% of the Norwegian North-South participants engaged in follow-up work, 68% of “South-North” participants did the same.

FK impact as experienced by the participants:

Work

90,8% of the participants state that their FK experience became an inspiration for further career development. The trends show us that, even if the numbers are high for all participants, the inspiration is stronger for South participants than North participants, and stronger on the youth program than on the North-South program. We can also see that on the South-South program there are almost 84% stating that the FK exchange meant a lot as inspiration for their further career.



1- Yes, a lot

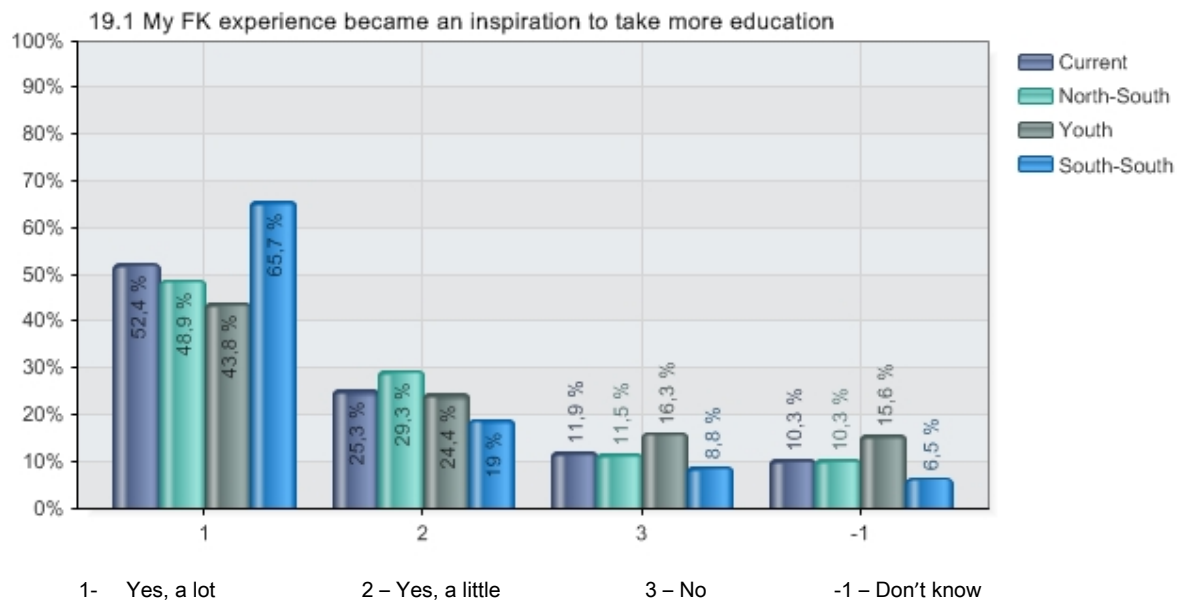
2 – Yes, a little

3 – No

-1 – Don't know

Education

77,7% of all participants state that their FK experience became an inspiration to take further education. When comparing data, there is no difference between North-South and South-South, but once again a difference between North and South, where 66% of the South participants say it meant a lot while 33% of the Norwegians said the same.



It is interesting to see that participants on the Youth program have not been as inspired as the others, although 68% state that the FK experience became an inspiration. Some of the explanation can be that they already had planned to take higher education when returning home. As one of the participants stated:

My FK experience did not influence the length of my education in any way, however, the experience influenced the way I studied and now work: with a deeper understanding of international political economy and development issues.

Other participants have expressed that the FK experience may not have been inspirational, but useful:

I have started doing a PhD after being an fk participant. The project is not directly related to what I did during my exchange, but the network, language skills, insights and experience I gained have been useful.

Voluntary involvement

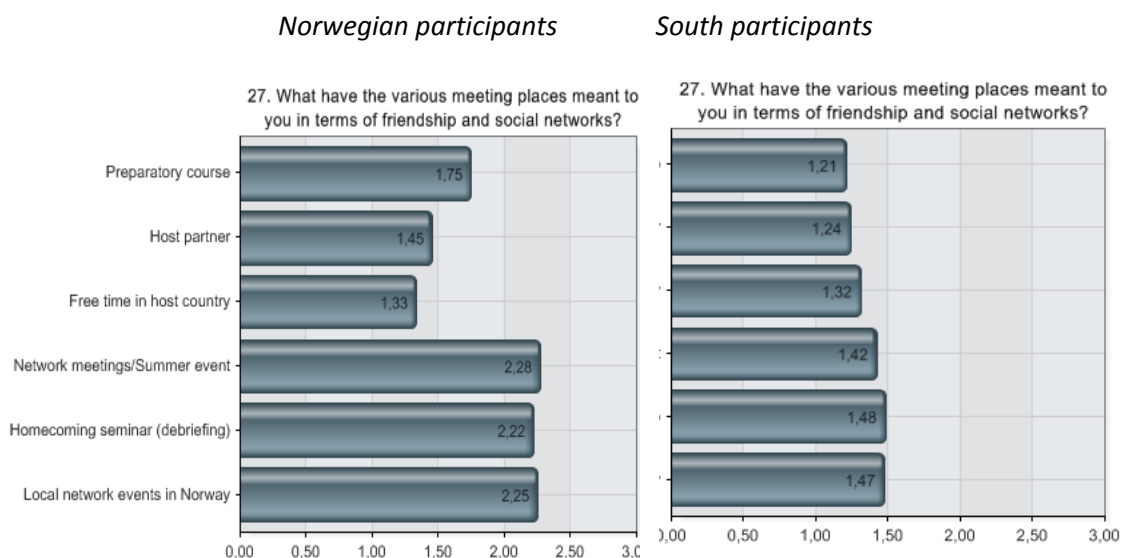
45% of the participants state to be more active in voluntary work after the exchange. However 80% of the participants found the FK experience to be an inspiration to be more active in voluntary organizations. There are once again more inspiration and activity reported by South participants than Norwegians. However, many Norwegians state that when they returned they were in a stage of life where they had to focus on work and family, and they have chosen to work in positions where they are able to involve, rather than get involved on a voluntary basis.

Network and arenas:

There is no doubt that FK creates long lasting relationships. For some, the relationships get close as well. There are no significant differences along program lines or North/South in this matter. More than 60% of the participants relate to people they have learnt to know through FK at least once a month by e-mail, and the same numbers hold for social media. 50% maintain contact through sms and 30% have phone calls each month to people they have met through FK.

60% of the participants state to have met many personal friends through FK, with just minor differences between countries or program lines. 82% of the Norwegian participants and 91% of South participants say they have met a few or many professional contacts.

When it comes to arenas there are marked differences between Norwegians and South participants. South participants say that FK-hosted arenas like preparatory courses, debriefing and network meetings mean a lot, but Norwegians emphasize free time in host country and time with host partners as most important. This can be illustrated with these graphs:



Conclusion:

The FK participants are in general very satisfied with their exchange. 94,4% of the participants claim to have an overall positive experience and 95,2% would recommend their friends to become FK participants.

This study has verified trends shown in the 2006 study, and has also demonstrated that FK participants experience positive changes in career development, education, community involvement and network. In addition, this survey shows that these trends are even more evident amongst the South participants. Whether these changes can be taken as impact of the FK exchange we cannot say on the basis of this study. One of the more interesting effects to study more is why more South participants find their work situation improved. If this can be related to the exchange we may claim a direct impact.

This study had also verified the concerns of the 2006 study, as we still have a lack of attendance on homecoming seminars and lack of follow-up work, especially on the North-South program. This is worrisome, especially as we still have 45% of these participants externally recruited. We have no ability to say whether these participants contribute to either their home institutions or their local communities with their experience from the exchange. However there should be ways to learn as South participants in both youth and North-South projects do more follow-up work, and South-South participants do attend debrief-seminars.