

FREDSKORPSET

# The FK Participant survey 2013

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Personal development, satisfaction and career

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The FK participant surveys show that the FK projects are complex and challenging. The projects face challenges regarding integration, language, use of skills and transfer of skills. The FK projects are also found to be rewarding both for participants and partner institutions. When the challenges are met the participants acquire leadership skills, communication skills and adaptive skills in addition to new perspectives. The organisations get new exposure, organizational development, more motivated staff, more knowledge and in the end better service delivery.

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## Introduction

The FK Participant survey is a survey directed to former FK-participants. FK will continue to send questionnaires to former participants every second year, although the questions might be divided into different surveys in the years to come.

In 2006 FK Norway conducted a survey targeted at Norwegian participants only. The 2009 survey intended to find whether the trends found in 2006 still were to be found, and if we were able to find similar or other trends among participants from South. The 2009 survey is the basis for the 2011 study and this study, although some of the questions have been changed or replaced. Most of the questions have been kept in order to see changes over time.

This survey is then the third survey addressing all former FK participants. The survey is divided into three different parts.

One part is a “customer service” survey, where we are able to measure participation in and satisfaction of FK Norway’s courses, and to which degree the participants have been involved in dissemination of knowledge in their own workplace or community. This part, which also involves the relationship between partner and participant, has been addressed to participants that have been on exchange the last three years, (i.e. those who had not answered this survey previously).

The second part of the survey is the Career Survey, measuring to which degree participants are motivated for more education, to which degree they are involved in voluntary services and whether they stay in their jobs, get promoted to higher positions or move to other work.

The third part is gathering of information about who the participants are, where the participants live, where they come from and whether they still have contact with people and organizations they have met during the FK exchange.

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 1249 responses 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. There is a natural tendency that participants who have returned in the last years are more inclined to answer (better contact data). 24% of the total population and 36% of those who departed in 2011 and 2012 have answered the questionnaire. Participants on The South-South programme is over-represented, while Norwegians and participants on the Youth programme is underrepresented. This is also the reason why more male than female have answered the survey.

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## Summary

The FK Participant survey shows that the FK projects are complex and challenging. The projects face challenges regarding integration, language, use of skills and transfer of skills. The survey also shows tremendous impact on personal development.

Even if this study is based on self-reporting it shows some combinations that might be very powerful.

- More than 90% of the participants report improvement in 21<sup>st</sup> century skills such as leadership skills, communication skills, adaptive skills and new perspectives.
- 97% see themselves as agents of change
- South participants were in average volunteering in two sectors before the exchange
- Almost 50% report to be more active as volunteers when returning home
- 55% of the former participants have much greater leadership responsibility

The findings suggest that the strong emphasis on Youth Leadership in the FK Youth programme have paid off, as many of the improved results regarding development of skills and perspectives as well as improved satisfaction and activities are to be found among the Youth participants.

FK Norway has a challenge in creating as good results among Norwegian participants on the professional programmes in these areas as the rest of the participants get.

On the basis of the findings in this survey there are two recommendations in this regard.

- Closer monitoring of follow-up activities / strategy for making use of the returned participant
- More focus on integration of participants at host partner

In addition FK Norway should see how the homecoming seminar can be more useful for Norwegian participants.

Overall the participants seem satisfied with the FK Norway experience and services.

97% of the participants would recommend others to become FK participants.

94% of the participants found the preparatory course useful for their exchange experience.

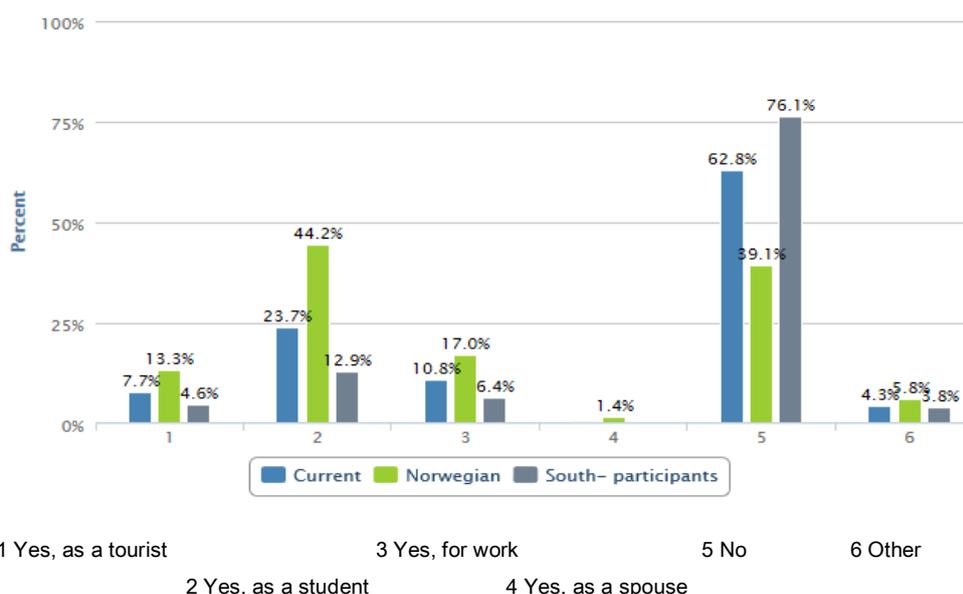
91% found the homecoming seminar useful.

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## Background

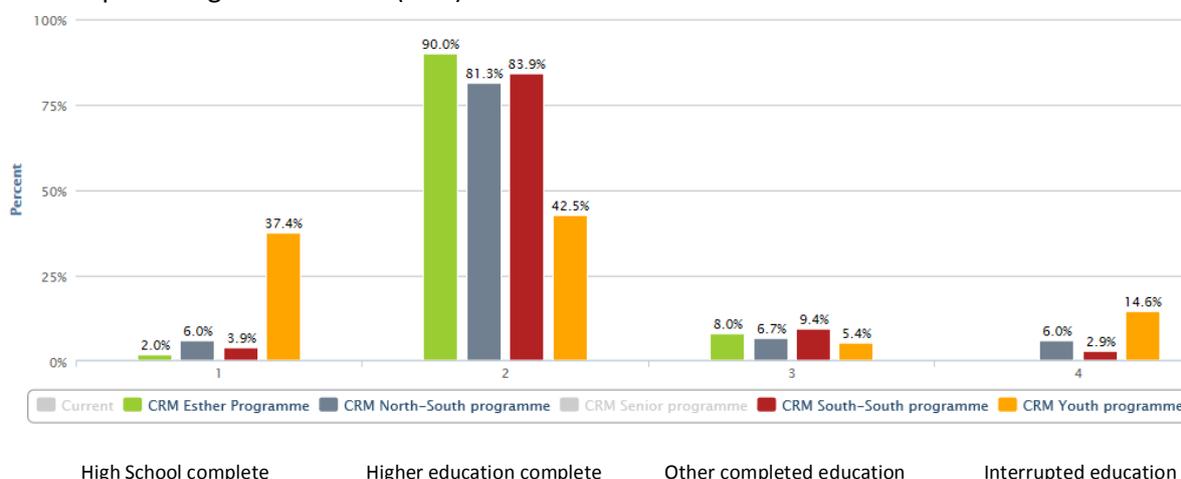
### Experience:

There are huge 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. As all the previous studies show 30% of the Norwegian participants on professional exchanges and 50% of the Youth participants from Norway have no long term engagement in foreign countries before going to an FK exchange. In South, regardless of programme line, 76% get their first long term experience in another country through FK Norway. This is a slightly higher number than previous studies have shown, but no significant change.



### Education:

There are no significant differences on the educational level between participants from North and South. There is a small tendency that more Norwegians participating in the professional exchanges have completed higher education (87%), and that more South-participants on the Youth exchange have completed higher education (49%).



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### Recruitment:

How the participants are recruited differ a lot between north / south and programme lines. To get a realistic picture we have chosen to divide the tables in Norwegian participants, South participants and have a separate table for Youth participants.

#### Norwegian participants

Name	2009	2011	2013	2013 (Youth / Other)
I was employed with the partner that was responsible to send me out (internally recruited by home partner)	37,6 %	27,9 %	29,3 %*	12,9 / 38,6*
I was a member in the organization that was responsible to send me**	N/A	23,7 %	15,5 %	22,8 / 10,4
I was recruited from another institution that cooperated with the responsible home partner	17,7 %	11,4 %	12,4 %	15,2 / 10,8
I was recruited with no previous connections to home partner or its network	44,7 %	37,0 %	42,9 %	49,1 / 40,2
N	434	552	427	

\* We are not sure whether the participants answer that they were employed before they were recruited or employed as part of the recruitment process. 55% of the respondents who say they were employed with the partner also state that they were not employed by the partner when coming home. The correct number of internal recruitment will then be 13,2 % for Norwegian participants in general and 17,4 among the professional exchanges.

\*\* In the 2011 survey we have added "member based recruitment" to the categories already given in the 2006 and 2009 surveys.

#### South participants

Name	2009	2011	2013
I was employed with the partner that was responsible to send me out (internally recruited by home partner)	63,8 %	43,3 %	43 %
I was a member in the organization that was responsible to send me	N/A	36,9 %	37,2 %
I was recruited from another institution that cooperated with the responsible home partner	27,2 %	13,5 %	12,5 %
I was recruited with no previous connections to home partner or its network	8,9 %	6,4 %	7,2 %
N	257	689	718

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### *Youth participants*

Name	North		South	
	2011	2013	2011	2013
I was employed with the partner that was responsible to send me out (internally recruited by home partner)	15,5 %	12,9 %	25,7 %	17,2 %
I was a member in the organization that was responsible to send me	34,5 %	22,8 %	55,7 %	62,5 %
I was recruited from another institution that cooperated with the responsible home partner	11,8 %	15,2 %	12,9 %	9,9 %
I was recruited with no previous connections to home partner or its network	38,2 %	49,1 %	5,7 %	10,4 %
N	110	171	70	192

As we can see from the table concerning participants on the Youth programme, the differences between North and South are the same regardless of programme line. In the Youth programme more members are recruited and not so many employees.

But if we put member based and employee based recruitment together and call that “internal recruitment”, we find that regardless of programme, around 80% of South participants are internal recruited while around 20% are recruited externally. At least 50% of the Norwegian participants are recruited externally. The numbers regarding internal recruitment of Norwegian participants are probably not reliable.

There are clearly different recruitment strategies among the partners, which leads to these results. You can read more about recruitment strategies in the FK Partner Survey.

## Personal development

Former studies have shown that the FK experience leads to personal development for the participants. In the 2011 survey a huge majority of the participants agreed that their technical skills, language skills, cross-cultural skills, motivation for work and their understanding of North-South issues all had improved.

In this survey we have chosen to include more questions regarding development of perspectives and skills related to what is called 21<sup>st</sup> century skills.

The 21st century poses new demands to people with regard to adaptation, innovation and communication. A new set of skills is needed to live and work successfully in a more complex, global and knowledge based society. Definitions of «21st Century Skills» vary somewhat, but they all have the same general components: Critical thinking and problem solving, creativity and innovation communication and collaboration, interdisciplinarity and global understanding.

The FK experience leads to development of such skills for the participants. The participants say that they have both developed new skills and new perspectives.

**96%** of the participants agree or partially agree that they have improved their leadership skills. **93%** say that they are able to see new opportunities in their home environment. **96%** gain a greater global understanding. **99%** report on increased communication skills. **99,5%** of the FK-participants say that the exchange have increased their capability to solve problems or be creative jointly with other people and **99%** say that they are more able to contribute in entirely new situations.

*The FK experience was a step for a big life change*

*I feel that I can do anything!*

*After FK I see the world in changing view*

But there are differences between continents and programme lines.

80% of South participant agree, and 18% partially agree that their **technical skills** have improved. The same numbers for Norwegian participants are 38 and 33. There are however differences between programme lines for Norwegian participants, where 35% of Youth participants and 46% of North-South participants agree on this matter. There are smaller differences among South-participants where 78% among South-South / Youth participants and 83% of North-South participants agree.

Among south participants on the Youth programme 89% agree and 10% partially agree that their **leadership skills** have improved. By Norwegian Youth 63% agree and 31% partially agree. On the professional exchange programmes the results among Norwegians are almost the same as for the youth, but among South participants there are differences. 83% of South participants on the North-South programme, 74% of South-South participants and only 50% of south participants on the FK Health Exchange programme (ESTHER) agree that their leadership skills have improved.

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Although many of the questions related to personal development are new, we are able to compare results with the 2011-study on some points. The Youth programme shows better results on all areas, especially regarding improved technical skills and leadership skills. South participants on the North/South and ESTHER programme also report on improved technical skills and leadership skills.

### **Impact on the organisations**

There are no significant changes on the participants' perception of impact on the organizations since the last survey. South participants feel that they have contributed with skills and knowledge both at home and in the host organization. There is an overall trend that they feel to have contributed more at home, but the differences are not significant. Norwegian participants feel that they have contributed less than south participants. They do however think that they have contributed with more skills and knowledge to the host partner.

There are some differences between the programme lines, but not as much as previous surveys have shown. 81% of South-South participants feel that they have contributed with skills and knowledge during the exchange, while 71% of the Youth participants say the same.

64% of the South participants agree that they have contributed to organizational development during the exchange, while 41% of the Norwegian participants feel the same way.

59% of the South participants claim to have contributed in widening the host organizations network, while 23% of the Norwegian participants agree to this statement.

When coming home, we still see the same differences between Norwegian participants and south participants. While 64% of the south participants feel they have contributed to their organisations development, only 18% of the Norwegian participants feel the same. 75% of south participants claim to have contributed skills and knowledge to their organisations after coming home, while 36% of the Norwegian participants say the same.

We do not know why Norwegian participants report less influence on the organizations. Out of these numbers you could believe that Norwegian participants are less effective in transferring knowledge. Results from the partner surveys do not suggest this, so there must be a combination of not fulfilling their own expectations and not taking so much credit on their own behalf.

There are reasons to believe that there are reasons beyond the quality of the exchange experience that influence the perception of being a change agent. Comments also suggest that while south participants tend to believe that they have influence, they also believe to have been influenced. Norwegian participants feel that they have less influence, but also that they have been less influenced. South participants thank FK for their transformation while Norwegians in comments can say that their changes were due to their own choices, and not because of others.

*"The change in my career has to do with my new qualifications, not with FK". Norwegian woman*  
*"...taking part in the FK program was a good decision" Norwegian male*

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## Activities

FK Norway has a set of compulsory activities for the participants that shall ensure that the participants put their experience in a broader context, and that they are able to fill in their part in the collaborative project between the partners. The most important activities are preparatory courses, homecoming seminars and follow-up activities.

### Homecoming seminar / debrief

Earlier studies have raised a concern about low participation at the homecoming seminars. In 2011 73% of the participants attended homecoming seminars. The 2011 survey showed that the South-South participants who followed a programme cycle where preparatory courses and homecoming seminars were held in conjunction had an attendance of 87%, while North-South participants and Youth participants had an attendance of respectively 66% and 61%.

Since then FK have started to combine the events for all the professional exchange programmes (ESTHER, South-South and North-South), where all partnerships get into the same cycle and the participants start and end the exchange at the same events. This process have just ended, but we can see clear results already as 73% of the North-South participants that departed in 2011 and 85% of those who departed in 2012 have attended the homecoming seminar. On the South-South programme, however, the figures are 97% for those who departed in 2011 and 94% for 2012.

Among Youth participants only 55% say that they have attended the homecoming seminar. This can very well be based on a misunderstanding, as the Youth partners are hosting debrief by themselves. As one respondent is saying: *We did not have a debrief with FK, but with our organization.*

The fixed project cycle, where participants know that they are to start and end the exchange project with a prep course and debrief, was introduced to the North-South projects in 2012. This is probably the reason why the attendances in homecoming seminars have increased.

### Follow up work

All the participants are required to carry out follow-up work upon arrival back home. This applies to all programmes. On the South-South and North-South programmes 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.”* This trend did not change substantially, and the numbers have not changed very much during the years. The 2011-report state:

*66% have done follow-up work for more than a month, 13% have carried out follow-up work for 2-3 weeks and 13% have not done any follow-up work (yet).*

There is a small improvement overall in the 2013-study revealing that 69,8% have done follow-up work for more than a month, although only 8% have carried out follow-up work for 2-3 weeks and 15% have not done any follow-up work (yet).

On the N/S programme Norwegians have been more active in follow-up work, while South participants have been less active than before, although 24% report that they are active in follow-up work for more than two months. 40% of the North-South participants did not do their follow-up

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work for a month or more, but if we take in those who say they use 2-3 weeks 76% of the participants report on sufficient follow-up activities.

If we look at the Youth participants we also get a positive result. In 2011 81% did follow-up work for more than a month, but only 42% did more than two months. In the 2013 study 83% have done more than a month and 55% have done more than two months of follow-up work.

South-South participants show almost the same results as previous studies. One third of the participants do more than two months of follow-up work. Two out of three participants do follow-up work for more than a month, while 21% have not done any follow-up work.

The 2011 report suggested that

*It seems like the follow-up activities follow the same patterns as the homecoming seminar, except for Youth participants. Close monitoring and a set project cycle seem to ensure that the participants engage in follow-up activities.*

The 2013 study shows no significant differences between those who have attended homecoming and those who haven't regarding the time used for follow-up activities.

Previous studies have also looked at recruitment:

The 2011-study says: *It is also an interesting finding that externally recruited participants seem to spend shorter time doing follow-up activities.*

In this study we are not able to find significant differences based on recruitment in the South-South and Youth programmes. On the North-South programme we see that 69% of the internally recruited participants did follow-up work for more than a month, while only 57% of the externally recruited and 50% of those who were recruited on membership basis fulfilled their obligations.

We can also see that among those who became employed by others when coming home 20% haven't done any follow up work at all.

Participants on the FK Health Exchange Programme are mostly recruited by own staff, but among the few externally recruited most did the follow-up work according to the contract.

We cannot see any effects of the set project cycle regarding the time spent on follow-up work. Still one out of every four participants doesn't fulfill the obligations regarding follow-up work. It should be of concern to the partners to ensure that there is a plan for how the new knowledge and perspectives of the returning participants will be used in the organization. This is especially important regarding those participants that leave the organization immediately after the exchange.

The participants that have done their follow-up work express that the work has been fulfilling and beneficial to them. Many of the participants also express lack of interest from the sending organization, and lack of funding for activities related to the follow-up work.

## **Follow up activities**

The objectives of the follow-up activities differ from project to project. The main differences are to be found between programme lines and between Norwegian participants and participants from South.

For Norwegian participants at the Youth programme the most important objectives of the follow-up work are to inform about North/South issues, promote global justice and share knowledge and skills.

For South participants on the Youth programme sharing of knowledge and skills are the most important objective. The other most important objectives are to introduce new ideas to own organization and to promote own organization.

Norwegian participants on the North-South and Health exchange programmes have sharing of knowledge and skills as the most important objective, but they do also inform about North/South issues and introduce new ideas to their own organisations.

Sharing of knowledge and skills is also the most dominant objective for South participants on the professional exchange programmes. To introduce new ideas to own organisations have also been a frequent objective.

It is remarkable that so many South participants on both the North-South programme and the South-South programme say that to inform about FK Norway have been an objective for the follow-up work.

It is also worth noticing that in the North South programme among Norwegian participants only 5 % say that promoting FK was an objective to a high extent, while 44% of the participants from south said the same.

This is an issue that should be addressed, as FK needs more visibility in Norway, rather than in the other countries.

## User satisfaction

### Preparatory courses

The overall results show that most of the participants find the preparatory courses useful. There is also a small improvement in the user satisfactions as 57% state that the courses are very useful (improvement of 7 points) and only 3% find them not useful (reduction by 50% since 2011).

Norwegian participants on the Youth programme are the least satisfied, where only 38% find the preparatory course very useful, and 13% find it not useful. South participants on the Youth programme are, however, very satisfied as 64% find it very useful and only 1% find it not useful.

The same trend is valid for the North-South programme, where 44% of the Norwegians find the course to be very useful while 62% of the South participants say the same. 5% of the Norwegians and 2% of the South participants find it not useful. In the FK Health exchange programme and the South-South programme all respondents found the course useful and 61% said they found the preparatory course very useful.

It seems like there is a small difference between cultures as well, as 59% of the Asian participants find the courses very useful while 67% of the African participants find it very useful.

The 2011 study revealed that South participants found the courses more useful than the Norwegians, but also that those who attended the courses in South found the courses more useful than those who attended courses in Norway. In this study more Norwegians find the courses very useful (29% in 2011), but fewer Asians find the courses in Asia very useful (74% in 2011).

### Homecoming seminars

The overall results show that 43% find the homecoming seminar very useful, 47% find it useful while 10% find the seminar not useful.

In the 2011 study there were huge differences between continents regarding the homecoming seminar / debrief seminar. All of the Asian participants found the seminar useful, while 20% of the Norwegians (that expressed an opinion) found the seminar not useful. Among African participants 92% found it useful.

In this study 27% of the Norwegian participants on the North-South programme find the homecoming seminar “not useful”, while only 18% find it “very useful”. All the Norwegian participants on the Health exchange programme, but one, find the homecoming seminar useful (44% very useful).

94% of the Asian and African participants find the homecoming seminar useful.

The comments from those who have rated the homecoming “not useful” suggest that they would like the seminar to be longer, and to go more into depth on the issues covered. They also suggest that it is important that all partners in the partnership are present at the homecoming seminar.

## Integration

On the overall level the results of this study is remarkable similar to the last study. Around 60% are satisfied on how they were integrated into their host organizations. Around 30% feel that they were integrated to a certain degree, while around 10% feel that their host failed to integrate them in their host environment.

If we look further into the data, we can see that there are differences based on home continent. 70% of the Asian participants felt that they were integrated socially, but only 60% felt that they were fitted in to the organisation. Among African participants 60% felt they were integrated in the community, while 65 – 70% felt they were integrated at the working place. Only 45% of the Norwegian participants felt that they were integrated in the community or the patterns and routines of the organization.

Although the overall results are almost identical to the 2011-study, there are getting slightly better results from South participants. In 2011 an average of 49% of the Youth-participants said they were integrated by their hosts, while the same number in 2013 is 59%.

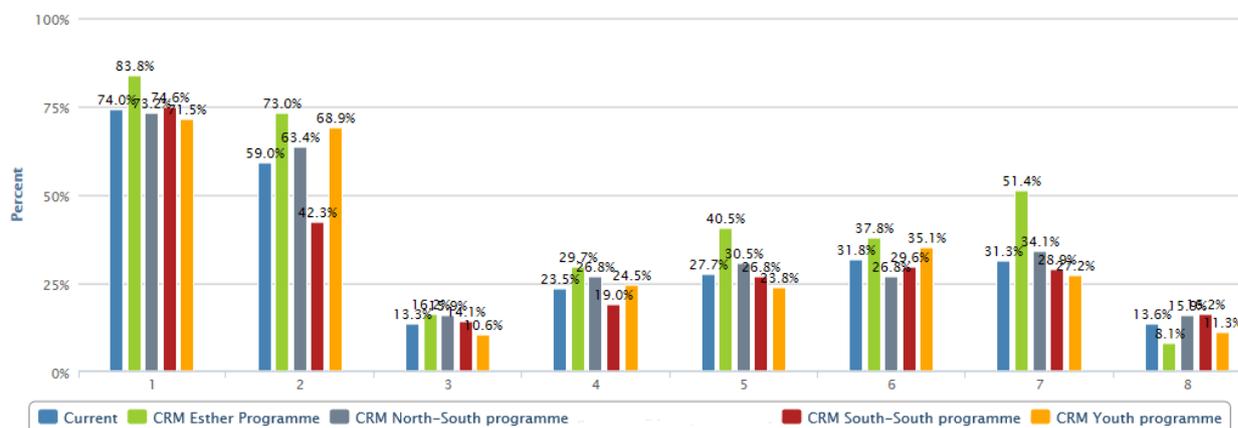
So this also implies that Norwegian participants on the North-South programme feel less integrated in 2013 compared to 2011.

A more thorough analysis of the partners' and participants' perception of challenges regarding integration is to be found in the FK Partner Survey. In short we can say that the partners who find integration easy are more likely to receive participants who feel that they are not integrated.

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It is important to work more, both on participants' expectations and host organisations' responsibilities regarding the integration on the working place. This is crucial in getting good results, and more than 60% should perceive that the organizations work to fit them in.

### 22. Which challenges did you meet when integrating at the work place while abroad? (You may tick several boxes.)



Alternatives	All programme lines		North-South Programme		SouthSouth	
	2011 - 2013	2013	2011-2013	2013	2011-2013	2013
1 Language barriers	+7	74 %	+0,9	73,2 %	+24,6	74,6 %
2 Cultural barriers	-4,7	59 %	-3,3	63,4 %	-2,2	42,3 %
3 My skills didn't match the needs of the organization	+0,6	13,3%	+3,9	15,9%	+6,3	14,1 %
4 Socializing with colleagues	+1,2	23,5 %	+4,3	26,8 %	+2,6	19 %
5 Professional challenges	-2,8	27,7 %	+0,4	30,5 %	-2,1	26,8 %
6 Personality challenges	+1,5	31,8 %	-5,7	26,8 %	+8,5	29,6 %
7 Different technical knowledge	+2,9	31,3 %	+7,2	34,1 %	-3,1	28,9 %
8 Other, please specify	-1,1	13,6 %	+5,9	15,9 %	-8	16,2 %
Total		476		249		128

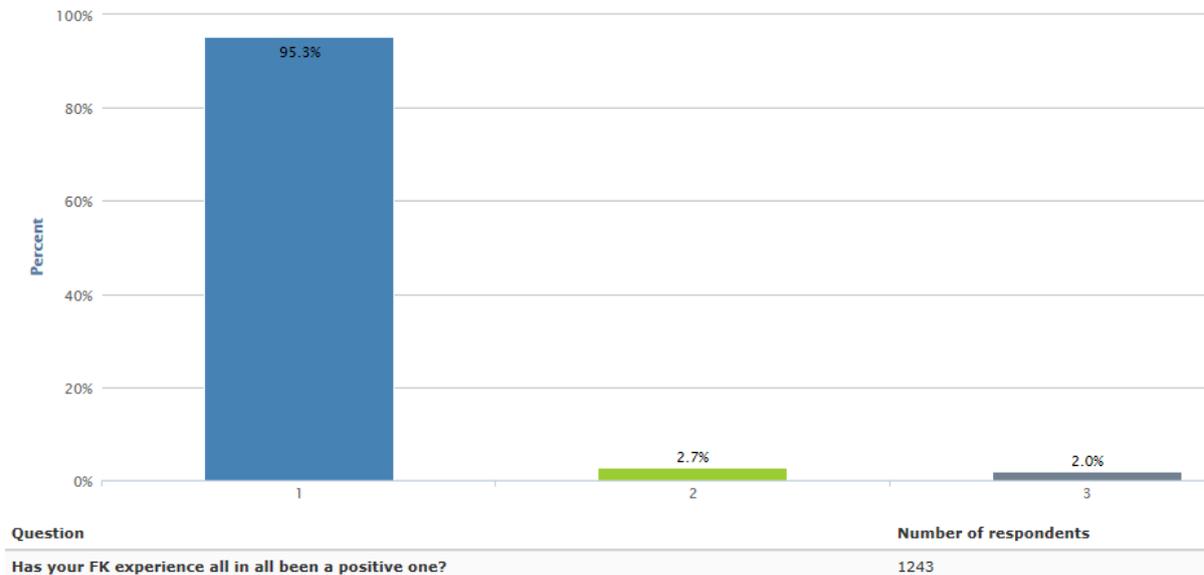
Language barriers and cultural barriers are the most important challenges in integrating during the exchange. This corresponds with the results in the partner survey, but more participants than partners report these as challenges. Personality is reported as a challenge for 30% of the participants and 33% of the partners. Different technical knowledge is reported as a challenge for 28% of the participants and 26% of the partners.

30% of the participants report on professional challenges, which are only perceived by 18% of the partners. Also socializing at the work place is perceived as a challenge for 22% of the participants, but only 14% of the partners. It is remarkable that only 13% say that their skills didn't match the needs of the organisation as 26% of the partners say that "to make use of their knowledge" is a challenge.

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## Overall satisfaction



96,5% of the participants think that their experience all in all has been positive.

90,9% of the participants would have become an FK participant if they knew in advance what was waiting for them.

97,3% would recommend others to become FK participants.

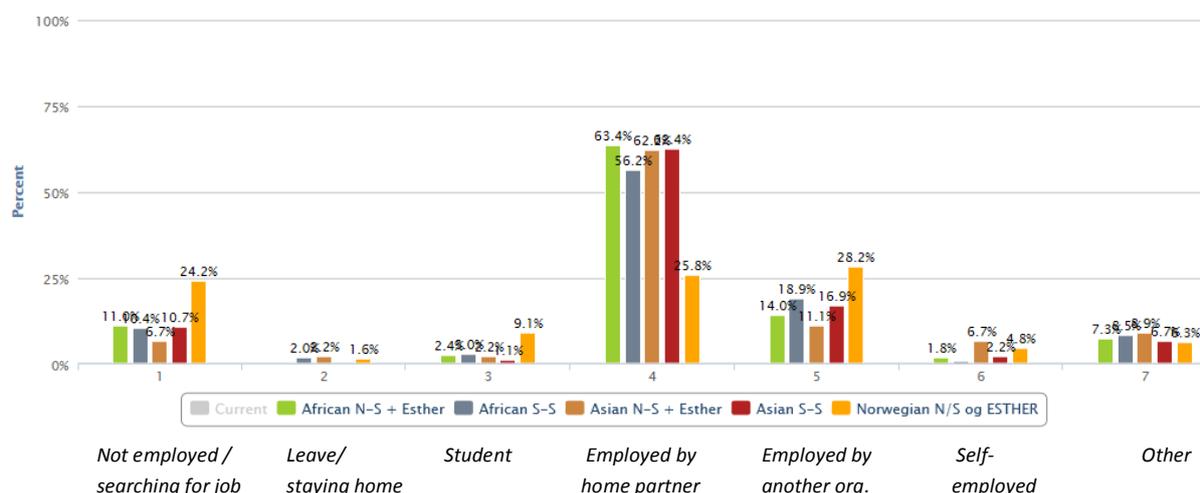
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## After the exchange

### Career

Employment status when coming home:

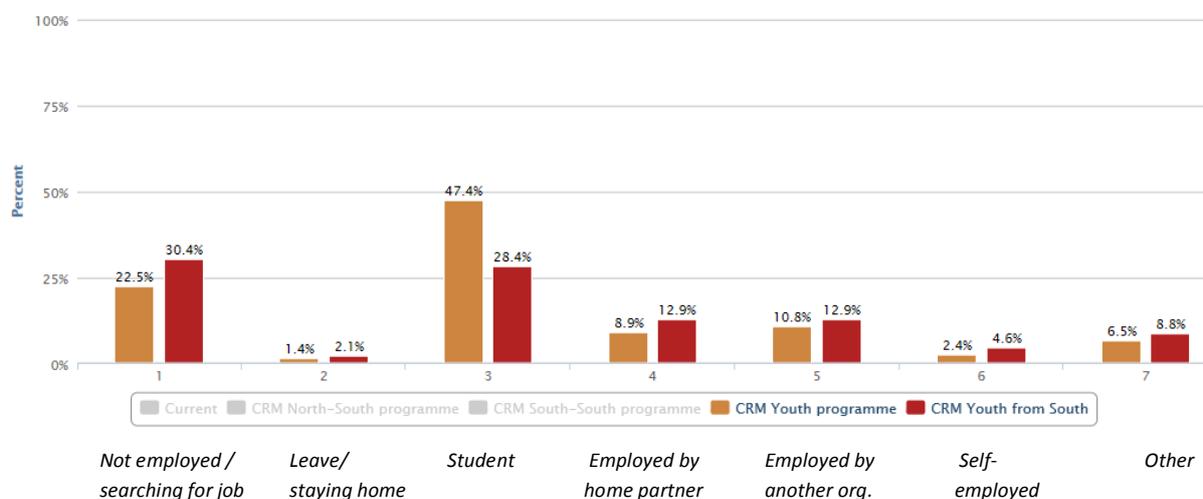
*Professional exchanges:*



The employment status when coming home is to a certain degree correlating with how the participants were recruited. Among the professional exchanges we see that 24% of the Norwegian participants were unemployed or searching for jobs, 28% were recruited by another company or organization and only 26% stayed with their host organization.

The Youth exchange programme exchange more members and externally recruited participants. A majority of Norwegian youth participants go back to studies after the exchange. Since they often are exchanged by member based organisations this does not tell us whether they are engaged in the organisation after coming home.

*Youth exchange:*



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Since 7,1% of the participants chose the category “other”, we have chosen to sum it up. By sorting the comments in a few categories, we get this table :

Employed in another organisation	1,9%
Employed by home partner	1,8%
Back to former job (after leave for FK-exchange)	0,7%
Volunteering	0,7%
Stayed in host country	0,5%
Student	0,4%
Not employed	0,2%
Self employed	0,2%
Not categorized	0,7%
<b>Total</b>	<b>7,1%</b>

When we ask for employment status when coming home we don't track changes related to the exchange. The participants will go back to precious jobs / studies or look for new opportunities. We have also asked for employment status today:

When did you travel abroad?

	Total	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Not employed /searching for work</b>	6.0%	0.0%	3.0%	0.0%	4.3%	4.9%	2.7%	5.2%	4.8%	2.5%	5.9%	5.1%	10.9%	24.2%
<b>Leave /Staying home</b>	0.7%	0.0%	0.0%	2.6%	4.3%	0.0%	1.4%	0.9%	0.0%	0.0%	0.7%	0.0%	1.4%	0.0%
<b>Student</b>	14.1%	0.0%	9.1%	0.0%	6.4%	1.2%	8.1%	11.2%	6.7%	16.3%	23.7%	17.0%	19.0%	18.2%
<b>Employed by my home partner in the FK exchange</b>	26.5%	42.9%	18.2%	18.4%	17.0%	16.0%	16.2%	23.3%	22.9%	26.9%	23.7%	37.5%	32.6%	30.3%
<b>Employed in another organisation</b>	37.5%	14.3%	63.6%	52.6%	53.2%	50.6%	56.8%	42.2%	50.5%	38.8%	32.9%	27.8%	19.9%	15.2%
<b>Self-employed</b>	6.1%	14.3%	6.1%	15.8%	6.4%	9.9%	6.8%	7.8%	5.7%	8.1%	4.6%	1.1%	5.9%	3.0%
<b>Other, please specify</b>	9.0%	28.6%	0.0%	10.5%	8.5%	17.3%	6.8%	8.6%	9.5%	6.9%	8.6%	9.1%	9.0%	9.1%
<b>Number of respondents</b>	1239	7	33	38	47	81	74	116	105	160	152	176	221	33

A couple of years after coming home, the unemployment rate are quite low. Most of the participants are employed, but some are also self-employed.

Most of the participants get better jobs within a few years after the exchange. Very few get poorer jobs.

When did you travel abroad?

	Total	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Yes, much</b>	36.2%	85.7%	48.5%	57.9%	46.8%	54.3%	48.6%	44.8%	43.8%	35.6%	28.9%	28.4%	18.1%	9.1%
<b>Yes, a little</b>	21.3%	0.0%	24.2%	13.2%	27.7%	18.5%	21.6%	22.4%	23.8%	21.3%	26.3%	12.5%	22.2%	15.2%
<b>Like before</b>	22.0%	14.3%	15.2%	15.8%	17.0%	13.6%	10.8%	16.4%	18.1%	20.6%	25.0%	27.3%	28.1%	27.3%
<b>No, a little poorer/less</b>	4.0%	0.0%	3.0%	0.0%	0.0%	2.5%	4.1%	1.7%	2.9%	5.6%	5.9%	4.5%	4.1%	9.1%
<b>No, a lot poorer/less</b>	1.3%	0.0%	0.0%	0.0%	0.0%	1.2%	2.7%	0.9%	1.0%	0.6%	2.0%	1.7%	1.8%	0.0%

# The FK Participant survey 2013

This is of course a pattern that could have happened anyway. The target group is young educated people, who probably would have a career development regardless of the exchange. It is still interesting to see that 60 – 70% African participants years on the South-South programme who have been home more than three years report much better jobs, while the same number for Norwegian participants on the North-South programme is around 30%.

We are able to see the same tendencies as south participants also report that they have greater professional responsibility (building gradually from 50% (exchanged in 2011) to 90% (2002)), while less Norwegians report the same (going from 20% to 55% for exchanges in the same period).

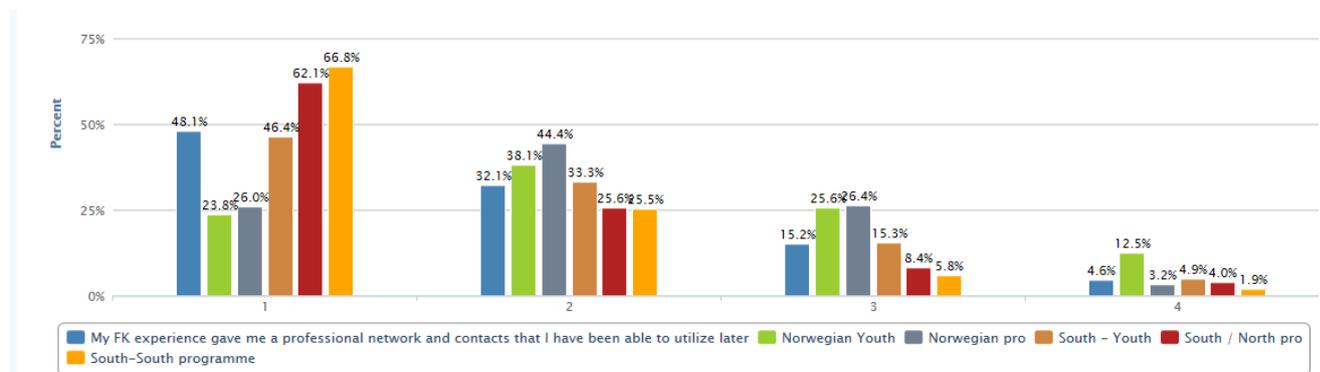
Leadership responsibilities also follow the same tendencies as the former questions, and even more so. In total, 55% of south participants and 26% of the Norwegian participants report much greater leadership responsibility. There are huge differences also between Asia and Africa, as 70% of African south-south partners report much greater leadership responsibility, while 43% of Asian participants report the same.

## Impact of the exchange

62% of the participants agree and 23% partially agree that the FK exchange have been recognized as positive by employers. There are very small differences between programme lines and continents, although more South-participants and less Youth participants agree on this.

When asked whether the FK experience became an inspiration for further career development 85% of the South participants agreed, while 53% of the Norwegians agreed to the same.

South participants have also gained more in regards of professional contacts:



67% of the south-south participants have gained contacts they have been able to utilize later, while only 25% of Norwegians report the same.

*FK - Became a turning point in my career, after the exchange my competence levels increased that it earned me a promotion in the organization. Well done and long live FK*

# The FK Participant survey 2013

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## Civil society

FK participants are active in civil society before they attend the exchange programme. Many of them are recruited through active volunteering in civil society organizations. The participants were asked whether they were active on voluntary basis in civil society or other organisations before they entered the FK programme. They could check eight different sectors, such as sports, religion, politics, aid, environment etc.

92% of the participants answered the question and they were in average volunteering in 1,8 different sectors. For Asian and African participants and Norwegian Youth participants the average is 1,9, while Norwegian participants on North-South and ESTHER the average is 1,7.

When coming home, more than 48% report to be more active than before the exchange, while 40% report to be as active as before the exchange. 12% report to be less active.

South participants are more active when coming home as well, as 55% of them claim to be more active than before the exchange. 47% of Norwegian Youth participants are also more active, while as a group Norwegian participants on North-South and ESTHER are as active as before the exchange. 24% report that they are more active, while 21% say they are less active in civil society organisations.

For those who are less active than before, it is not always because they have lost the interest. Many participants state that they go into another phase of life when returning home. Other say that they have started to work for an organization, and will not call it voluntary involvement anymore.

## Impact of the exchange

For 67% of all the south participants and 74% of Youth participants from South, the FK experience became an inspiration to be more active in voluntary organisations. 52% of the Norwegian Youth participants say the same, but only 22% of the Norwegian participants on a professional exchange felt that the experience inspired them to do more voluntary work.

The same pattern is valid when we ask whether the FK experience led the participants to widen their interests. 80% of South participants on a professional exchange agree. So do 74% of Youth from South and 65% of Norwegian Youth. 45% of the Norwegian participants on a professional exchange say the exchange led them to widen their interests.

*I realized Norwegians knew more about Kenyan slums more than I did  
and promised to do something about it when I came back.*

*I have become more passionate on human rights issues*

*Before I involved in voluntary activities as a follower, but now I am leading and loving it.*

# The FK Participant survey 2013

## Personal network

98% of the participants state that have got personal friends and 90% state that they have gained new professional contacts through the FK exchange. 94% of the participants still have contact with people they met during exchange through social media, and 44% report that this contact is weekly or more often.

The preparatory course is also very important for the participants in creating friendships cross borders. The course is rated as important as free time in the host country and the stay at the host partner in terms of friends and social network.

## Return rate – Where do the participants live today?

One of the issues to have in mind when exchanging personnel is the possibility of brain drain. When giving the opportunity for people to live and work in other cultures they might want to pursue a better life in another environment. People who apply for an exchange are also people who are seeking opportunities, like to travel and who wish to live abroad.

Earlier studies have shown that 15 – 20% of returned FK-participants have been living outside their own continent. In 2011 more Norwegian lived in South than there were South participants who lived in western countries. 11% of African participants, 9% of Latin-American participants and 4% of Asian participants did live in Norway.

Many of those who lived in Norway in 2011 have obviously returned home to their original continent. In this study very few of the South participants report to live in Norway. An interesting trend is that more Norwegian participants report to live in Norway, and that only 6% live in the global South.

More than 90% of returned FK participants live in their original continent and many of those who live abroad are studying and are likely to move home after their studies.

It is also interesting to see that more Norwegians live in Norway or other western countries now compared to the 2011 study. According to the 2011 study 10% of former Norwegian FK-participants lived in Africa, 5% lived in Asia or Latin-America and 6% lived in other western countries.

Living in:	All respondents	African	Asian	Latin American	Norwegian
Norway	31.7%	2.8%	1.6%	2.5%	86.0%
Western countries *	37,3 %	6,0 %	7,7 %	6,3 %	93,8 %
Africa	37,1 %	93,5 %	1,2 %	0,0 %	3,8 %
Asia	19,3 %	0,2 %	91,1 %	2,6 %	1,0 %
Latin America	6,5 %	0,2 %	0,0 %	91,1 %	1,1 %

\* By Western countries we mean EU/EEC, USA, Canada, Australia and Japan

# The FK Participant survey 2013

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## **Conclusion**

This report on the FK Participant Survey 2013 has just presented the main findings in analyzing the feedback FK Norway has gotten from the participants. 1249 participants have answered around 100 questions and have offered their views, opinions and comments. FK Norway appreciates the effort of those respondents, which make such surveys possible. We can assure that all comments are read and that we will use more data and analyses than we can fit into this report to improve our services in the future.

There are four major findings in this report:

FK Participants are generally satisfied with FK services and report improvement of skills and widening of perspectives.

There is a general improvement in all these results among Youth participants and participants from the global South, while there is a general retreat among Norwegian participants in the professional programmes.

Around 30% of the participants are spending less than a month on follow-up work. And there is a close connection between follow-up work and results on organizational development.

40% of the participants say that there is a lack of integration in the community or the work place. Integration is an important part of the exchange experience for the participant, as well as a necessary tool for the partner organisations.

Although there are aspects of the exchange that can be improved, most participants report changes in their personal development and many characterizes the exchange as a life changing experience. Almost all participants say that it has been a positive experience that they will recommend to others.

## Appendix

### Participant's skills and perspectives:

Percentage that totally agree **(2011 numbers)**

Skill	Norwegian Youth	Norwegian pro	South Youth	South - North pro	South – South pro
I see myself as an agent of change.	55	49	82	79	78
I see new opportunities in my home environment.	49	44	72	60	71
I am less critical and more constructive.	39	39	52	52	51
My understanding of North-South/South-South (as relevant) issues has increased.	91 (-)	90 (+1)	83 (+8)	78 (-9)	65 (+10)
My technical skills have improved.	35 (+13)	42 (+4)	76 (+22)	83 (+12)	78 (+5)
My leadership skills have improved.	63 (+11)	61 (-2)	89 (+20)	79 (+12)	74 (+2)
My motivation for work has increased.	59 (+2)	47 (-13)	87 (+10)	79 (-2)	85 (+2)
My communication (including language) skills have improved	81	81	82	92	85
My ability to solve problems/meet challenges/be creative jointly with others has improved	75	72	86	76	83
I am more able to make a contribution in entirely new situations	71	62	82	72	78
I am more open to appreciating aspects of other cultures, to the extent that I am inspired/motivated to realize them where I live.	86	77	90	81	85