

AMID Young Professional 1998-2020

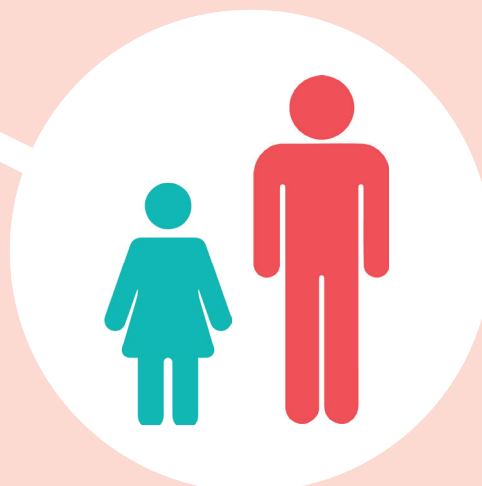
2021 Tracer Study



Alumni build steady careers in the field



Alumni consider themselves change agents



Alumni's income show a gender pay gap

AMID Young Professional

a brief introduction

The AMID Young Professional traineeship is a one-year dual programme in the field of international cooperation and sustainable development.

Mission

AMID, based at Radboud University (the Netherlands), helps organisations and professional to play their part in realizing the Sustainable Development Goals (SDGs). Since 1998, AMID Young Professional aims to bridge the gap between academia and practice by empowering passionate graduates from multidisciplinary backgrounds to become change agents with the ability to formulate innovative answers and ground-breaking solutions in response to today's and future challenges.

Programme

The programme offers academic insights combined with a translation to practice-based solutions. AMID Young Professional trainees obtain state-of-the-art academic knowledge and practical experience, while organisations engaged in realising the SDGs access a pool of ambitious graduates to fill in a junior position for four days a week.

Organisation

AMID is offered by Radboud Centre for Social Sciences, of the Radboud University, Nijmegen, the Netherlands. In 2021, the AMID Global Network was founded. By joining forces, expertise, experience and networks, participating organisations increase their impact through professional education in the field of international development. The first academic partner of the AMID Global Network is the Institute for Development Issues (IDS) of the University of Nairobi, Kenya.

Accreditation

The programme is accredited by IAC/EADI in compliance with the IAC/EADI standing orders for postgraduate development studies programmes.

Multidisciplinary

AMID starts from the notion that solutions for sustainable development require collective action across a wide range of sectors and actors. This is reflected in all facets of AMID Young Professional: its lectures and lecturers, its staff, its trainees and the organisations employing them.

Organisations participating in 1998



Organisations participating in 2021



2021 Tracer Study

In March 2021, 37% (n=203) of the 543 AMID Young Professional graduates who participated in the programme between 1998 and 2020 completed an online tracer study. The study seeks to gain insight into the extent to which AMID reaches its objective of closing the gap between academia and practice by empowering passionate, ambitious graduates from multidisciplinary backgrounds to become change agents. It also sheds a light on alumni's career paths and how AMID contributes. In terms of gender, international background (see figure 1) and cohort of the alumni, the respondents reflect the composition of the AMID alumni population. We cannot rule out the possibility that the sample is biased in terms of alumni that are currently out of work or that still work in the field of international development and those that continued their career elsewhere.

1. Earlier tracer studies were conducted in 2001, 2003, 2007, 2013 and 2017

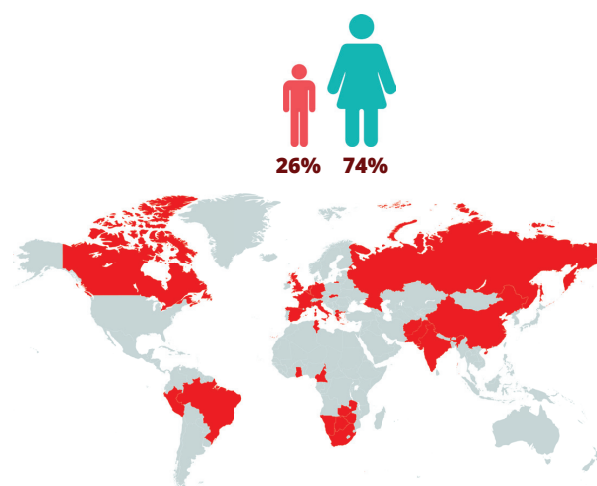


Figure 1: demographics (respondents' country of birth in red; gender)

AMID Young Professional

career paths

A large majority (79%) of AMID alumni still holds a paid position in the field of international development. This number has been steadily increasing, from 69% in 2013 to 72% in 2017 (see figure 2).

20% of AMID Young Professional graduates are currently not working in the field (n=41). On average, they left the field 6.5 years after graduating from AMID. Most of them (54%) did so deliberately. Reasons include being disillusioned with the sector or being motivated to contribute to societal issues in the Dutch context. 10% of them have the ambition to return to the field of international development. 75% is still unsure if they wish to re-enter the field of international development. 15% has ruled out such a return.

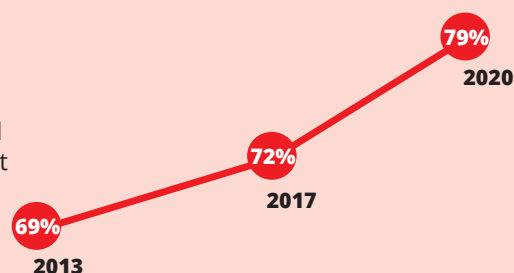


Figure 2: alumni increasingly holding paid positions in the field since 2013

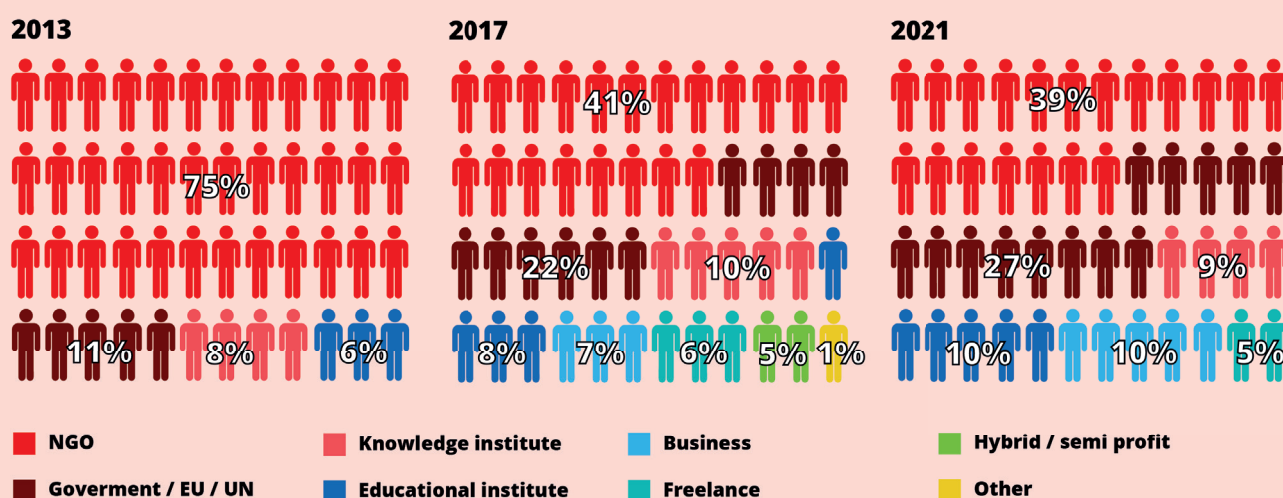


Figure 3: type of organisations alumni work in since 2013

Organisations

Since 2013, AMID tracer studies show a strong shift in the types of organisations alumni work in (see figure 3). Until 2013, nearly three-quarter of the respondents reported to be working at an NGO. This decreased to 41% in 2017. Although in 2021 the largest part of AMID alumni (39%) is still working in an NGO, the growing diversity of actors operating in the field is clearly reflected in the career paths of AMID alumni.

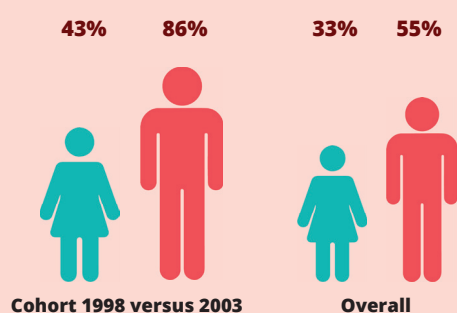
Positions

Changes have taken place when it comes to positions AMID alumni held in 2017 and hold in 2021. The increasing importance of the cycle of planning, monitoring, evaluation, and learning is reflected in a significant increase of AMID alumni working as PMEL and/or Knowledge Manager. Whereas 4% of AMID alumni held this position in 2017, 18% does so in 2021. The number of alumni dealing with programmes, either as a manager/director or as an officer, decreased from 28% in 2017 to 15% in 2021. This could be the result of localizing these responsibilities from Northern based organisations to organisations located in the Global South.

Income and gender

The salaries of AMID alumni show a clear gender pay gap (see figure 3). Controlling for weekly working hours and job profiles, male AMID alumni earn significantly more compared to their female counterparts. Although decreasing over the years, still a significant larger portion of male alumni (55%) is earning a monthly net salary of 3000 euro and above, compared to female alumni (30%). The older alumni get and hence, the more advanced in their career, the larger the gender pay gap becomes. The gap is most prominent for the alumni cohort 1998-2003 with 86% of the male alumni earning a salary of 3000 euro and above compared to only 43% of the women.

Figure 3: gender pay gap in 2021



Future plans

When reflecting on the future, a large majority (80%) of AMID alumni still expects to be working in the field of international development in five years' time. They do express a clear wish for a changed working environment, with a high priority for shifting power relations between Northern and Southern-based organisations. Some of the alumni express a preference to increasingly impact their own direct living environment.

AMID alumni as change agents

"I constantly call privileges out which had caused a lot of discomfort but has led to some meaningful conversations and subsequent actions. At my organisation we are now exploring more inclusive ways of grant making and have taken a specific focus on the impact of race on power relations between us and our partners." - AMID alumna

Most AMID alumni consider themselves to be change agents

AMID aims to facilitate and empower change agents: those deeply committed to contribute to a fair and just world while always questioning the ordinary and embracing the extraordinary. Alumni were asked to grade themselves as change agents. Over 60% of the alumni grade themselves with a 7 out of 10 or higher.



"I got all Dutch Universities of Applied Sciences to sign the SDG Charter - in an attempt to embed the SDGs into the curricula." - AMID alumnus

"I have embraced feminist leadership principles as a manager and adopted more innovative campaigning as part of previous roles in order to put social justice issues (tax justice, land rights, gender) on the agenda." - AMID alumna

How do alumni value AMID Young Professional?

“The AMID study year was one of my best life experiences. The programme is a great combination of practical work and studying and I really appreciated the diversity lecturers and practitioners who were so generous with sharing of their knowledge and experience.” - AMID alumnus

7.8 

On average, AMID alumni grade the AMID Young Professional programme with a 7.8. Alumni highly value the programme for the working experience it provides them with. They greatly value the programme for its contribution to their personal development as a professional and for how it helped them build a professional network. Graduates appreciate the didactical approach of the programme which combines academic insights with skills-based training applied in an actual working environment.

Value of AMID



“Still appreciating AMID a lot as it really helped me start my career and my own professional development.” - AMID alumna

Colophon

AMID
Radboud Centre for Social Sciences
Radboud University, Nijmegen, the Netherlands, 2021.

Want to know more?
www.ru.nl/amid
amid@ru.nl