



LONG-TERM
IMPACT OF
RNTC TRAINING

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INTRODUCTION RESEARCH

RNTC Media Training Centre, the internationally renowned training centre of RNW Media conducted research into the long term impact of RNTC training on participants media careers. A survey was shared among participants focusing on trainings held between 2000 and 2015 to explore the long term impacts of these trainings on participants careers by 2020. This summary showcases highlights of the research.

Between 2000 and 2015, RNTC provided trainings for 1,687 trainees that were based in 111 countries (go to page 17 for a map view). In September 2020, an impact survey was sent to 1,593 of them in order to investigate the long-term impact of RNTC trainings on their participants.¹

By 9 February 2021, RNTC received a total of 187 responses from alumni, representing approximately 12% of the total RNTC alumni. The responding alumni (hereafter “alumni”) have a balanced distribution between genders (53% female vs. 47% male). Most of the alumni fell between 25-34 (45%), 35-44 (36%) or 45-54 (15%) years old when they received trainings. Very few alumni were below 25 or above 55 years old.

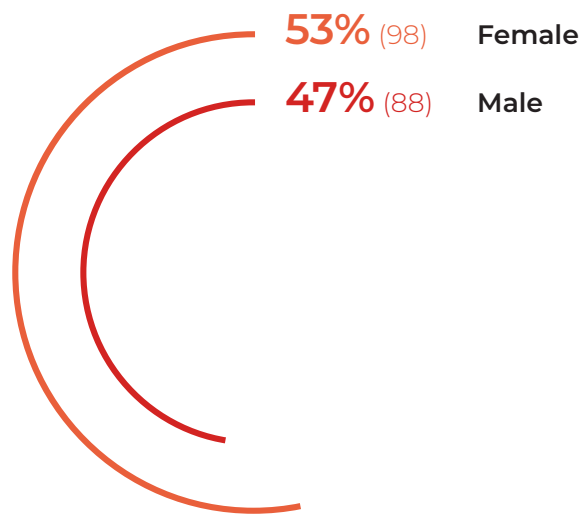
¹ Dropped alumni include the following conditions: blacklisted, deceased, status unknown, without email, and unsubscribed.

The sample contains alumni who attended one or more trainings at RNTC from 2000 to 2015. They are roughly categorised into 3 groups based on their year of attendance.

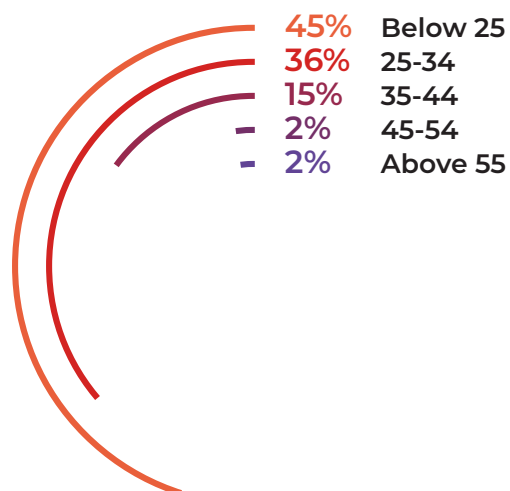


- **The first group** includes records between 2000 and 2005, where 35 attendances (19%) were reported.
- **The second group**, year 2006-2010, has 46 attendances (25%).
- **The third group**, year 2011-2015, has 126 attendances (67%).
- 53 (28%) of the alumni attended multiple trainings², some of whom up to 5 or 6 times.

Gender distribution



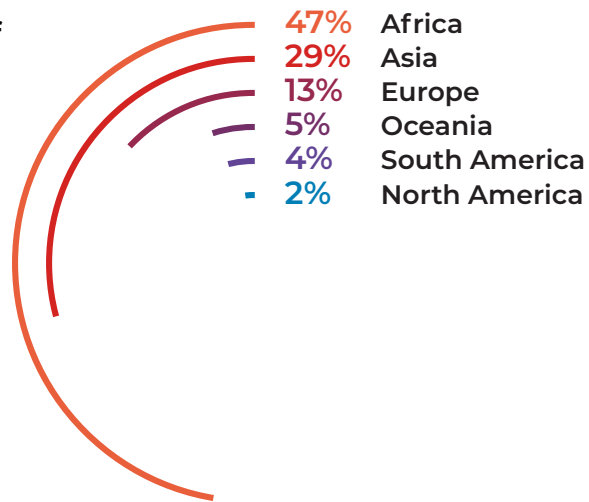
Age distribution



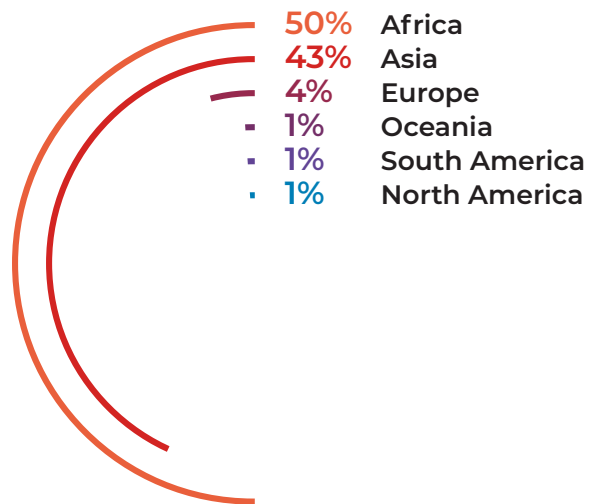
² This percentage is calculated based on alumni’s responses to the question which course they attended and in which year. It is different from what they answered in another question that directly addresses whether they would come back for RNTC training again (22%; “Yes, and I did attend another one”). See “Returning Alumni”.

The alumni were based in 44 countries across 6 continents when they received trainings. African countries contributed to 47% of all the countries reached by the trainings, followed by Asian ones (30%). Down to individual level, half of the alumni (50%) were working or living in Africa at the time they received the training, and most of the rest (43%) were based in Asia.

Distribution of countries by continent



Continents where alumni were based

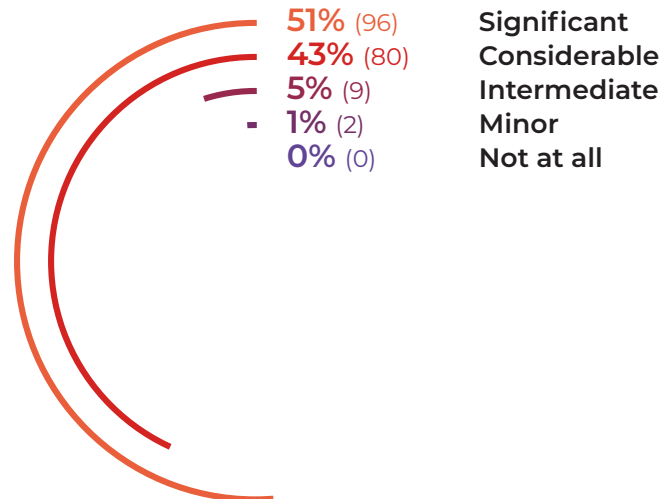




IMPACT ON CAREER

All alumni agreed that their career development had been impacted by their trainings in a positive way. In fact, a predominant portion of the responses shows that alumni have benefited from the trainings to a great extent- slightly more than half (51%) of the alumni indicated that the positive impact on their career had been significant and 43% reported considerable impact.

Positive impact on career development



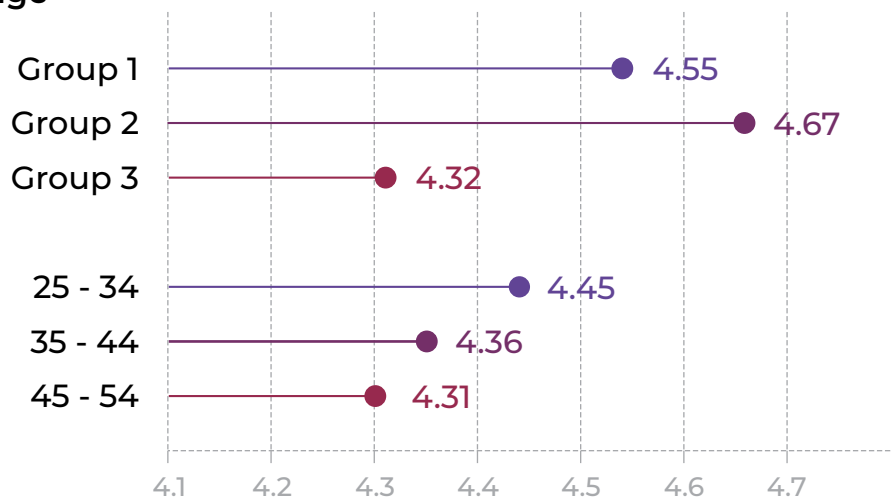
To examine whether the impact on career development is long-term and how it changes by time, data is divided into categories of training age but only alumni with one attendance record are included in the analysis.



POSITIVE IMPACT BY GROUP AND TRAINING AGE

For all three groups, the extent of positive impact on career development is between “considerable” and “significant”. Group 2 (year attendance 2006-2010) gave the most positive feedback with an average rating of 4.67/5, which is very closely followed by Group 1 (year attendance 2000 – 2005) (4.55/5); for Group 3 (year attendance 2011 – 2015) the score is slightly lower than the other two groups (4.32/5).

Positive impact by group and training age



This provides strong evidence that a) the positive impact left by RNTC trainings on career development stands the test of time and b) alumni already feel a considerable to significant amount of impact 6-10 years after finishing an RNTC training, which peaks between 11-15 years and barely declines between 16-20 years (holding training quality and relevance constant) or c) trainings provided between 2006 and 2010 provide were most effective in terms of boosting career development, and trainings between 2000-2005 and the 2011-2015 took the second and third place respectively.

Another way to examine the results is by how old an alumnus was when attending trainings (25 - 34, 35 - 44 and 45 - 54).³ The positive impact increases as the age decreases, which can mean a) the younger a trainee was when receiving training, the greater his or her career would benefit from it or b) the trainings are most useful for alumni at the earlier stages of their careers.

³ Age groups below 25 and above 55 are dropped for this analysis due to insufficient sample size.

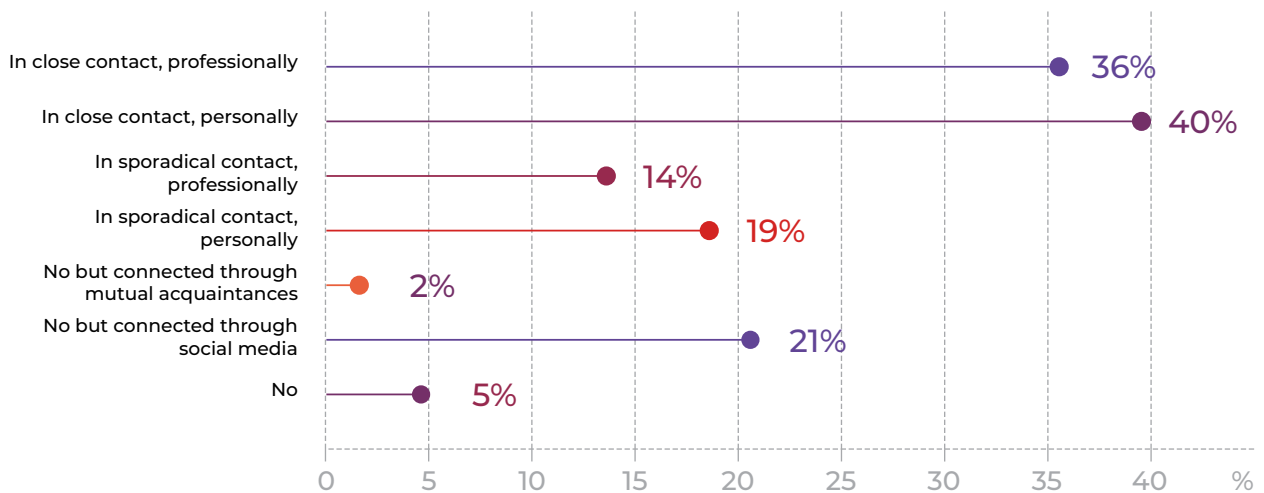
A photograph showing two women sitting at a table in a training room. They are looking at a large diagram or map spread out on the table. One woman is pointing at a part of the diagram while the other looks on attentively. The room has large windows in the background, suggesting a bright, open environment.

NETWORK STRENGTHENING

Contact maintenance is also an interesting perspective to assess training impact. Participation in RNTC trainings has proved to be beneficial to alumni's network development. The majority of the alumni have kept in touch with their fellow trainees met in the trainings. 76% of the alumni are in contact closely and 33% sporadically. Specifically, 50% of the alumni have grown their professional network as a result of their attendance at RNTC trainings. Even those who are not in direct contact with fellow trainees are largely still connected with others through social media or mutual acquaintances. By the time of the investigation, only 5% of all alumni no longer have any contact from the trainings.

Data is divided in the same way as in the impact on career session, because it is valuable to know whether the trainings' effect on network development is long-term. Again, we analysed only those who attended just one training. Unsurprisingly, the percentage of alumni who are not in contact or are merely loosely connected with fellow trainees increases with time.

Contact maintenance



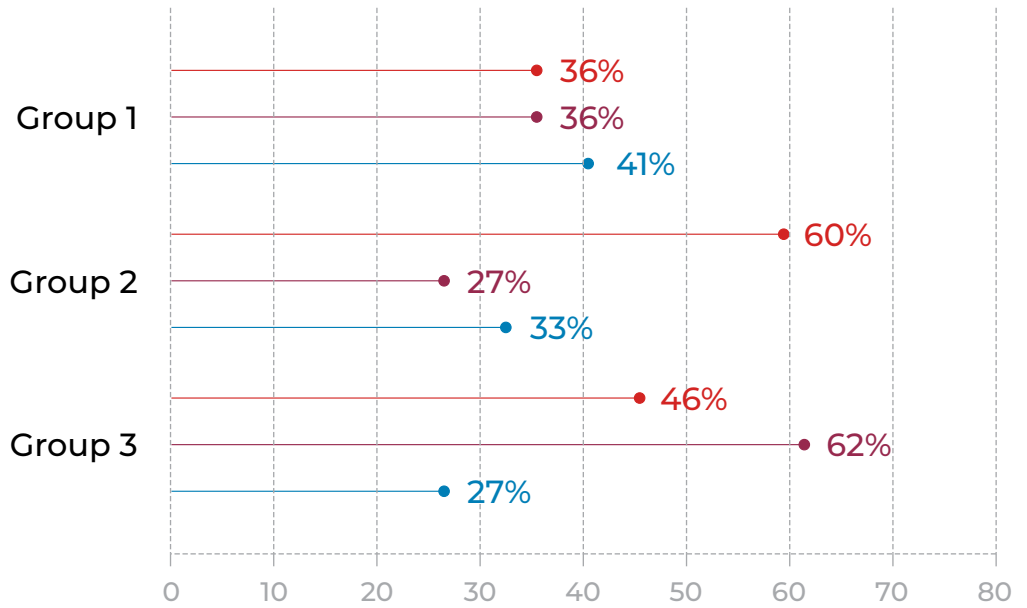
In terms of contact type, Group 2 has the highest percentage of alumni who maintain professional contact with fellow trainees, followed by Group 3 and 1.⁴ Group 3, on the other hand, leads in percentage of personal contact maintained, and the prevalence of social media may have contributed to the leap. When compared by frequency of contact, the majority of all three groups choose to connect closely with others. The percentages for both Group 2 and 3 are around 75%, and even for alumni Group 1 from 15 to 21 years ago almost 60% are still connected closely.⁵

⁴ This must be interpreted with caution, however, because trainees in tailor-made-trainings usually come from the same network, as opposed to in open courses.

⁵ It remains unclear how much of that network expansion or maintenance can be attributed to RNTC trainings, but at least the trainings have offered undeniable opportunities, especially for trainees in open courses, to connect and bond with peers in the same fields in the long-run.

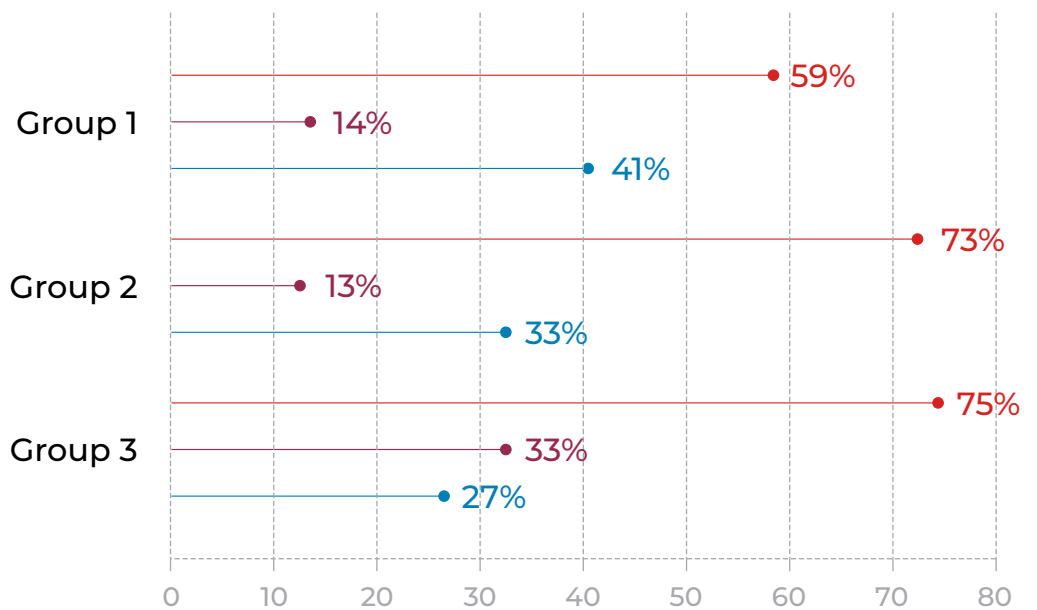
Type of contact

- Professionally
- Personally
- No/other contact



Frequency of contact

- Close
- Sporadic
- No/merely connected

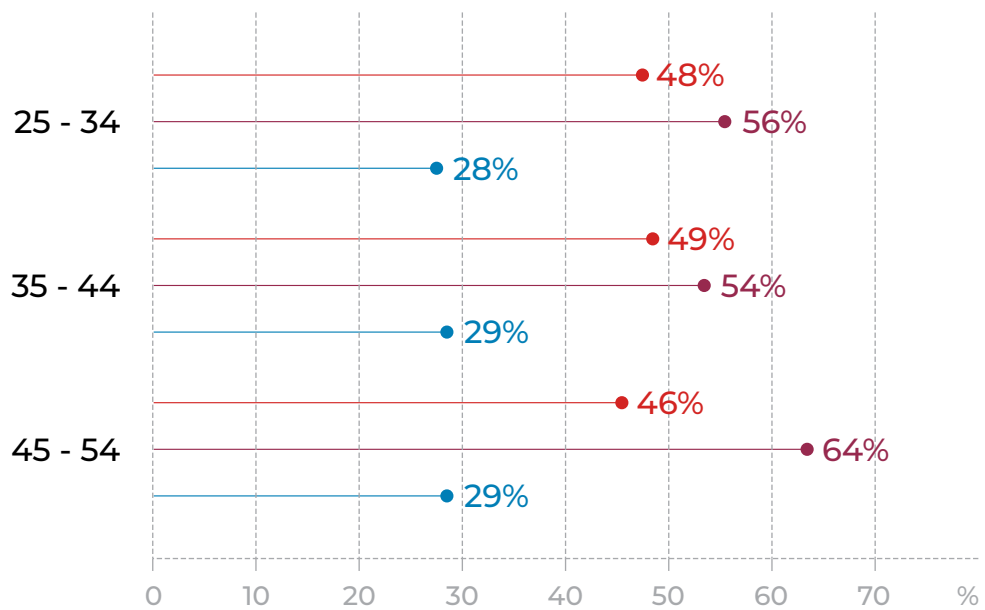


Another factor that may partly account for the conditions of contact maintenance is age when receiving training. The 3 age groups do not display much difference in their maintenance of professional contact (46% - 48%), but the age group 45 - 54 keeps more personal contact (64%) than the other two groups (54% - 56%). As for frequency of contact, the youngest group has the highest percentage of alumni in sporadic contact while the other two age groups are more likely in close contact with fellow trainees.

A possible cause for these difference is the stage of career that alumni are currently in. On average, 10 years have passed since alumni’s attendance at RNTC trainings. When the eldest group gradually moves towards retirement, some of their professional contacts might have turned personal. Meanwhile, the two younger age groups may have been approaching the peaks of their career as they age, which might explain the why close contact is more demanded and sporadic contact less so in the then 35-44 age group than in the youngest age group.

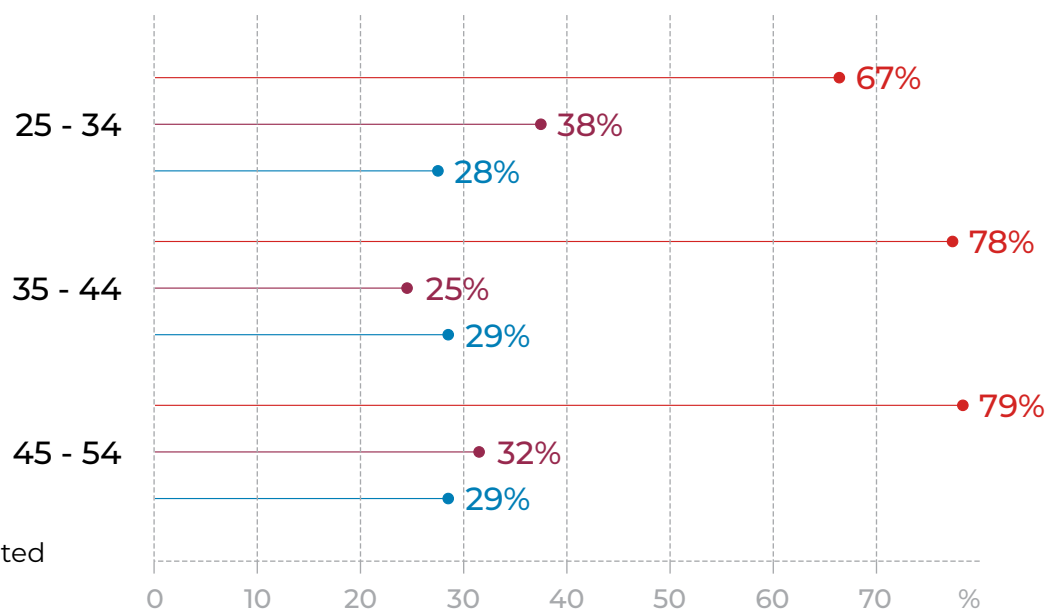
Type of contact
(by age)

- Professional
- Personal
- No/other contact



Frequency of contact
(by age)

- Close
- Sporadic
- No/merely connected



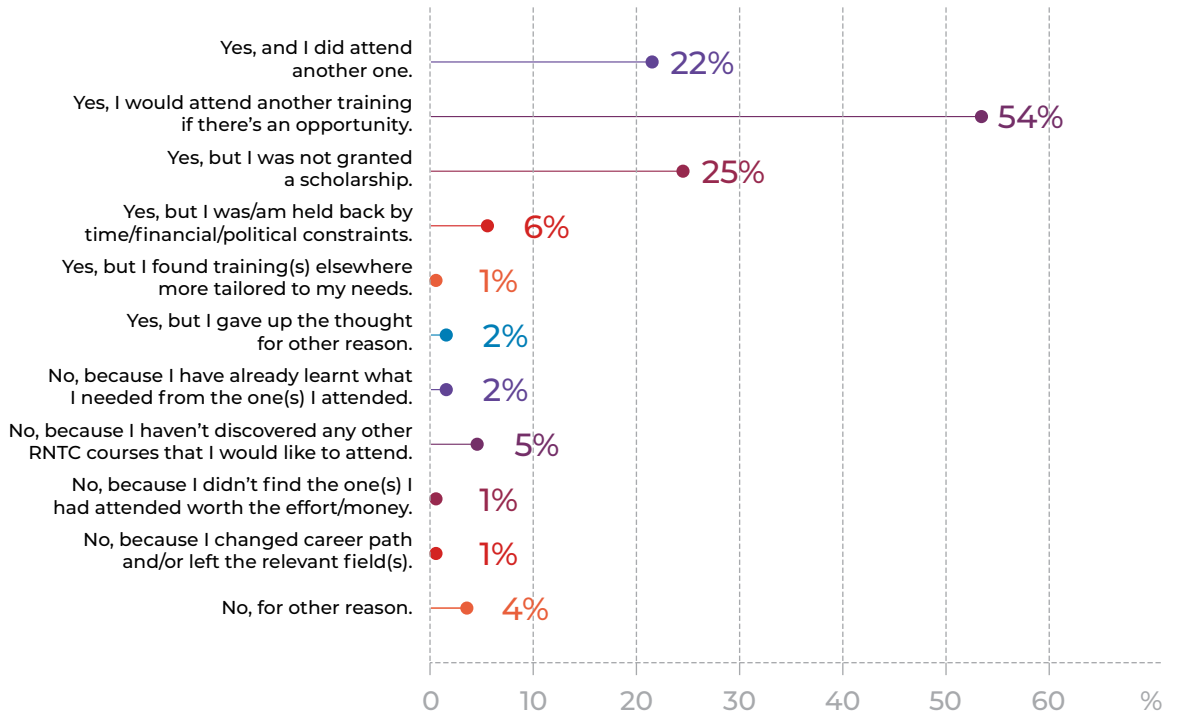


RETURNING ALUMNI

Most of the alumni expressed interest in coming back for another RNTC training. 54% of the alumni would happily participate in a training again if they see an opportunity. 47% of the alumni have made an actual endeavour to return to RNTC, as they either applied for a new training opportunity (albeit not receiving scholarship) or managed to attend another training.⁶ In addition, only 6% of the alumni were held back by time, financial, and/or political constraints despite their intention to re-participate. On the other hand, merely 13% of the alumni have not considered another training as an option, with not finding any interesting courses being the biggest reason (5%).

⁶ The percentage of alumni who reported having come back for another training (22%) is lower than what responses to another question indicate (28%; see "Alumni Profile"). A possible reason might be that respondents' attention were caught by other options provided in this question. Alternatively, some of them might have reported more attendances in the previous question due to vague memory.

Back for another training

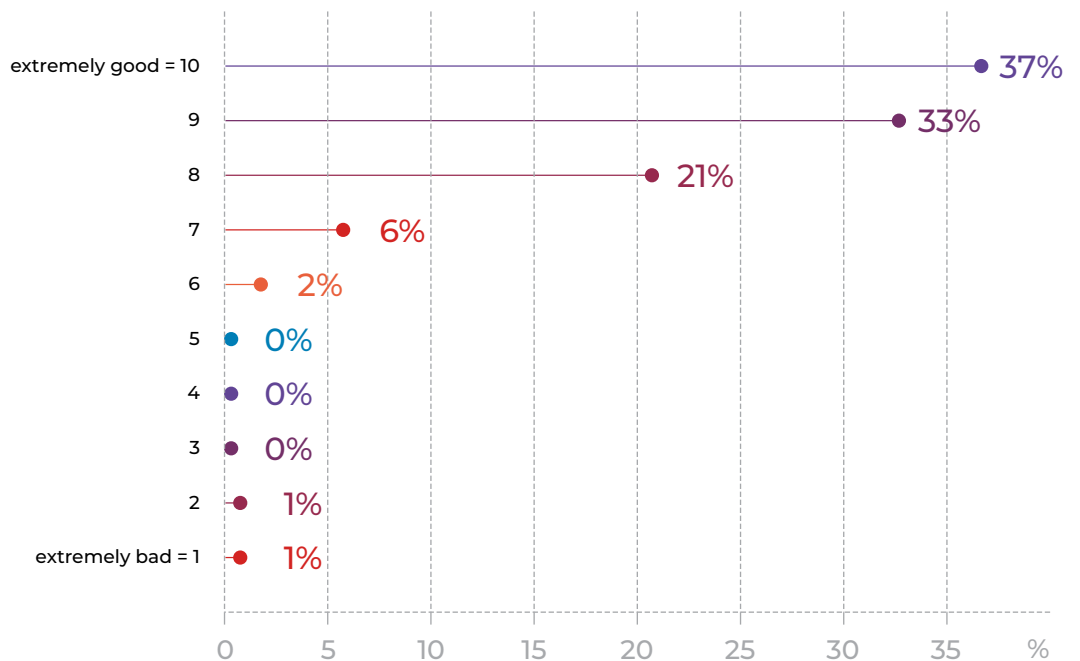




RATING OF TRAINING EXPERIENCE

Alumni were asked to rate their trainings again looking back at the experience from where they stood after years. Most alumni still think highly of the experiences, as shown by their ratings on a 10-point scale: 37% of them gave the full rating of 10, 33% gave a 9 and 21% an 8. Only 2% of the alumni had a very negative impression of their experiences with a score of 1 or 2.

The training experience(s)

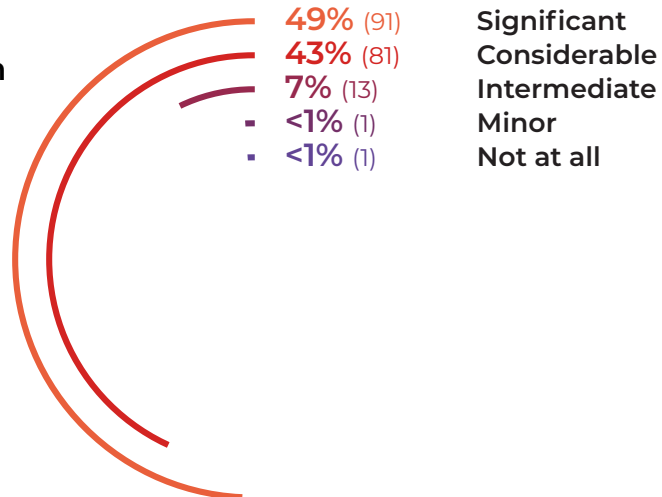




APPLICATION

Responses demonstrate good application of the knowledge and skills that alumni learnt from the trainings. Almost half (49%) of the alumni applied the learnings to a significant extent. 43% of the alumni applied them considerably, and 13% at an intermediate level. Less than 1% reported no or minor application respectively.

Application of learnings from trainings

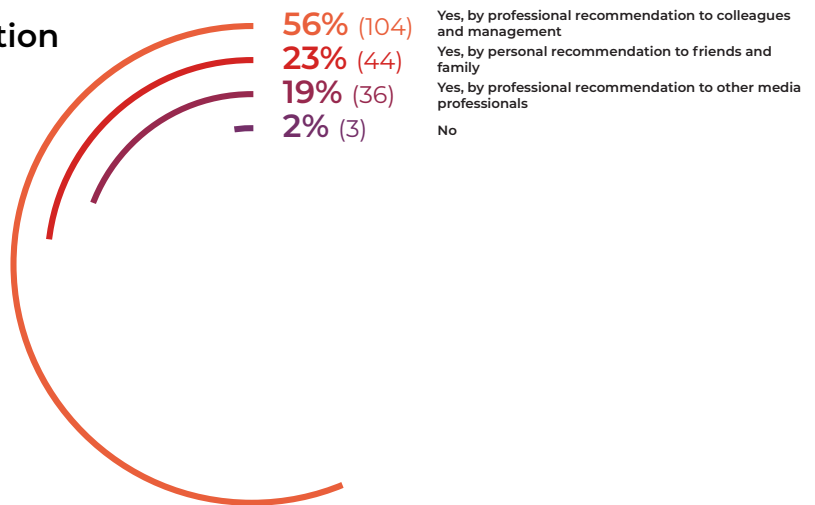




RECOMMENDING RNTC TO OTHERS

Except the 3 alumni (2%) who have never made a recommendation to anyone, the rest of the alumni have recommended RNTC and/or its courses to others since the completion of their trainings. In fact, 75% of the alumni had made professional recommendations to either colleagues and management (56%) or other media professionals (19%); personal recommendations also take up 23% of all responses, meaning that RNTC and/or its courses have been recommended by some alumni to friends and family.

Recommendation of RNTC





APPENDIX



MAP VIEW

