



# Commonwealth Scholarship Commission in the UK

16 May 2017

## **Business plan – May 2017**

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# 1. Foreword

For nearly 60 years, Commonwealth Scholarships have provided opportunities for exceptional students and mid-career professionals to study and learn in other Commonwealth states. The Commonwealth Scholarship Commission in the UK (CSC) was established by the Commonwealth Scholarships Act, 1959. The constitution and responsibilities of the CSC are set out in Chapter 6 of that Act and successor legislation, most notably the International Development Act, 2002. The practical operation of the CSC is guided by a framework document and associated financial memorandum, and the strategic direction of the CSC is detailed in its corporate plan, copies of which can be found at [www.gov.uk/government/organisations/commonwealth-scholarship-commission-in-the-uk/about](http://www.gov.uk/government/organisations/commonwealth-scholarship-commission-in-the-uk/about)

Our work remains guided by the five principles of the Commonwealth Scholarship and Fellowship Plan (CSFP). These were established by Commonwealth education ministers at their first conference in 1959, and were reaffirmed by their successors at the 19th such conference in 2015. Within these, our stated mission is as follows:

The Commonwealth Scholarship Commission in the UK provides the main HMG scholarship scheme led by international development objectives, and offers a vivid demonstration of the UK's enduring commitment to the Commonwealth. Our work combines development with UK national interest, by forging longstanding relationships with future innovators and leaders, and attracting high quality talent to Britain's universities. We pursue these objectives through rigorous procedures which reward merit and provide widespread access, within the framework of the international Commonwealth Scholarship and Fellowship Plan.

The CSC's principal sources of funding remain the Department for International Development (DFID), which funds candidates from developing Commonwealth countries, and UK universities, which share the cost of awards. The Department for Business, Energy and Industrial Strategy (BEIS) supports a small number of awards for candidates from developed countries. We actively participate in a cross-government body which seeks to ensure that HMG scholarship schemes work together to maximise their effectiveness, in the national interest.

The past decade has seen significant diversification in the type of awards that the CSC offers, as we fulfil a wider range of needs. Although 'conventional' scholarships at doctoral and Master's level are still prominent, large numbers of award holders study by distance learning, many of whom never visit the UK. New models have also included awards for professional staff in key development occupations to spend time in the UK. We continually align our provision with HMG priorities; this year's activity includes expansion of three programmes, with this in mind. We have also sought to strengthen our evaluation of awards, to ensure that funds are used in the most effective way possible, and to maintain much stronger contact with alumni. The CSC has constantly sought to keep its administration costs low, so that maximum funding can be devoted to student-related activities.

This business plan indicates the ways in which the CSC will pursue its role during the 2017-2018 financial year, and its budget for the year. It should be read in conjunction with the corporate plan, which embeds this activity in our longer term priorities. Drafts of both plans were approved by the Commission at its meeting in December 2016, and revised in conjunction with DFID in January 2017.

## 2. Membership of the Commonwealth Scholarship Commission

Under the terms of the Act, the Commission comprises up to 14 members, in addition to the Chair. The Commission aspires to an equal number of female and male members.

Membership of the Commission during 2017 will be:

Name	Appointed	Appointed to	Comments
Mr Richard Middleton	Jan 2015	End Dec 2017	Chair
Professor Anne Anderson	Jan 2015	End Dec 2017	
Mr Sandy Balfour	May 2014	End April 2020	2nd term
Dr Nick Brown	Nov 2013	End Oct 2019	2nd Term
Mr Richard Burge	July 2012	End June 2018	2nd term
Mr Anthony Cary	July 2012	End June 2018	2nd term
Professor David Cope	Nov 2013	End Oct 2019	2nd Term
Professor Brian Faragher	Jan 2015	End Dec 2017	
Professor David Francis	Jan 2015	End Dec 2017	
Professor Claire Heffernan	May 2017	End April 2020	
Ms Sarah Laessig	May 2014	End April 2020	2nd term
Professor Nuala McGrath	Jan 2017	End Dec 2019	
Dr Jennie Robinson	Jan 2017	End Dec 2019	
Dr Mary Stiasny	Jan 2015	End Dec 2017	

Members and the Chair are normally permitted to serve up to two three-year terms, depending on renewal by the Secretary of State for International Development. It will be noted that eight members including the Chair will reach the end of their first term during the year.

All appointments to the Commission are publicly advertised, in accordance with the regulations of the Office of Public Appointments.

### 3. Priorities for the year

In accordance with the corporate plan, the priorities for the CSC during 2017-2018 will be to:

1. Ensure that awards take full account of the objectives of DFID, other sponsoring organisations, and the 2015 Sustainable Development Goals, while maintaining academic and professional integrity
2. Ensure that our provision of awards remains relevant, accessible, and good value for money
3. Ensure that our monitoring and evaluation activity is at the cutting edge of international practice, and continues to provide evidence of the impact of our awards on recipients and the wider objectives of the scheme
4. Deliver and further develop a programme of engagement activities that encourages award holders and alumni to maintain closer links with the scheme, and thereby contribute more effectively to development and maximise wider benefit to the UK
5. Continue active collaboration with other HMG scholarship schemes and government departments, in response to the recommendations of the 2015 cluster review, and opportunities arising from the greater use of overseas development assistance (ODA) funds throughout government
6. Contribute to the development of a vibrant Commonwealth-wide CSFP, including implementation of the findings of the international CSFP Taskforce, which was instigated by Commonwealth education ministers at their 2015 conference
7. Further highlight and encourage the contribution of our doctoral students to research, by developing new links and an identity for this category of students, and continuing the pilot for funding four-year doctoral degrees within Doctoral Training Centres.
8. Continue to monitor current provision and recruitment methods to ensure that awards are fully accessible to those qualified to benefit from them
9. Review our relationship with national nominating agencies and other nominating partners, to ensure that the scheme continues to attract candidates of the highest quality and relevance to national needs, as well as to maximise partnership funding
10. Seek ways to expand awards to candidates from developed countries, through new partnership arrangements with UK universities
11. Develop a clear communications strategy, including regular stakeholder events as well as wider engagement within the Commonwealth, including with the Commonwealth Secretariat, and further establish scholarships and fellowships as a central part of the UK's global relationships and business opportunities outside the European Union
12. Further align the work of the CSC to HMG priorities, through targeted expansion of the Shared Scholarships and Distance Learning Scholarships programmes
13. Continue to analyse our portfolio of programmes with respect to their potential for impact and cost effectiveness, and propose modifications that improve this, where funding permits expanding provision to meet untapped demand and support areas of particular priority to DFID
14. Ensure the highest and most transparent standards of governance and audit
15. Continue to focus on the proportion of our administration costs, thereby maximising the proportion of resources devoted to scholarships and fellowships, and other directly related activities

## 4. Planned activities for 2017-2018

Ambitions for change and reform within the period of the corporate plan, possible within the 2017-2018 business plan period with sufficient resource, include:

- Leverage of increased joint funding from UK universities, thereby maximising the number of awards that the CSC can support
- Stronger liaison with DFID and other research funders across government to ensure that the development impact of the research degrees funded by the CSC is maximised
- Review of the relationship with national nominating agencies to ensure that nominated candidates fully reflect the development priorities of the countries concerned, as well as DFID priorities
- Further enhancement of the benefit of the CSC's work to HMG, by strengthening in-country collaboration with British High Commissions and our alumni network

The CSC will address its priorities through three distinct objectives, as follows:

1. To enhance individual research excellence and teaching capacity and to strengthen capacity development of academic and non-academic professionals through scholarships and fellowships awarded to people from all Commonwealth countries
2. To expand the involvement of all award holders and alumni in CSC activities, maintaining a coherent network that actively supports benefits international development, UK and Commonwealth interests
3. To maintain an informed, effective, efficient, and transparent Commission that provides value for money in delivering its objectives

### Objective 1

**To enhance individual research excellence and teaching capacity and to strengthen capacity development of academic and non-academic professionals through scholarships and fellowships awarded to people from all Commonwealth countries**

In pursuing **Objective 1**, the CSC will undertake the following **activities**:

- a) Select candidates nominated to the CSC for scholarships and fellowships, based on the criteria of academic excellence, development potential (for those from developing Commonwealth countries), research and impact potential (for those from developed Commonwealth countries), and the quality of their research or study plans
- b) Develop greater understanding and recognition of the ways in which research supported as part of CSC awards contributes to development and other HMG objectives, and continue to pilot a programme to establish the viability and impact of four-year doctoral awards
- c) Monitor award publicity, nomination arrangements, and selection criteria, to ensure that awards are fully accessible to candidates from all areas of society who are qualified to benefit, through the ongoing work of the Equity and Access Working Group
- d) Undertake a review of the balance and categories of awards provided by the CSC, and their relative effectiveness in meeting the Commission's objectives, in time for any changes to be implemented in the 2018 or 2019 selection rounds
- e) Publicise and make new awards of Professional Fellowships and appropriate Master's scholarships to deliver on the commitment to support capacity development in non-academic professions
- f) Ensure, through ongoing monitoring, that the CSC's selection procedures and criteria, and support to award holders remain fair, open, transparent, and able to draw on independent, expert advice from the UK academic community
- g) Subject to funding, expand the Shared Scholarships and Distance Learning Scholarships programmes, in ways that match unutilised funding from UK universities, targeted on DFID and wider HMG interests

## Objective 2

**To expand the involvement of all award holders and alumni in CSC activities, and to maintain a coherent network that benefits international development, and UK and Commonwealth interests**

In pursuing **Objective 2**, the CSC will undertake the following **activities**:

- a) Increase our provision for communicating the work of the CSC to current award holders and other stakeholders, with a view to securing greater participation in, and understanding of, our work
- b) Continue to improve mechanisms to ensure that all award holders have opportunities to engage fully with the CSC's activities, paying particular attention to those on distance learning awards and those who are administered jointly with host universities
- c) Develop specific activities and events for research students, as part of the CSC's intention to forge a common identity within this group
- d) Expand post-award activities (profile updates, events, receptions at British High Commissions/British Council offices) to support the engagement of alumni in activities contributing to development, UK interests, and Commonwealth values
- e) Expand the reach of the CSC's programme of evaluation and monitoring, including developing new survey frameworks, undertaking studies relating to themes emerging from the doctoral award review, and maintaining relations with other scholarship providers to ensure that the Commission remains at the cutting edge of practice in this area
- f) Work with the FCO to increase the role of British High Commissions in Commonwealth Scholarships, for example, through pre-departure and alumni activities, in accordance with the recommendations of the 2015 cluster review of HMG scholarships
- g) Increase the number and proportion of alumni members with whom the CSC is in contact, including through tracing activity
- h) Effectively manage and support networks for the continued professional development of alumni, thereby enhancing the development impact of the CSC
- i) Promote opportunities for alumni to become engaged in relevant development, Commonwealth, and UK-related activities, including establishing and supporting alumni associations with the capacity to become self-sustaining, encouraging contact between alumni across national borders, and involving alumni in promotion of the CSC's programmes
- j) Engage with Commonwealth organisations and other member states to promote and develop the CSFP as a Commonwealth-wide scheme, including implementation of the findings of the CSFP Taskforce and planning for the 2018 Conference of Commonwealth Education Ministers and the Commonwealth Heads of Government Meeting

### **Objective 3**

#### **To maintain an informed, effective, efficient, and transparent Commission that provides value for money in delivering its objectives**

In pursuing **Objective 3**, the CSC will undertake the following **activities**:

- a) Monitor procedures and actively benchmark activities against other relevant scholarship providers, to ensure a robust value-for-money administration that is efficient, transparent, and accountable, so as to maximise funding available for awards and to ensure that arrangements with current service providers represent good value for money.
- b) Consider current sources of partnership and other external funding accessed by the CSC and identify any opportunities for increasing this, where compatible with other policies of the Commission and avoiding competition with other HMG scholarship schemes
- c) Ensure, through regular monitoring and a programme of audit, that the CSC's governance is of the highest and most transparent standard, and that its committee structures are fit for purpose, with provision for issues of sufficient strategic importance to be addressed between regular Commission meetings, including developing the role of Lead Commissioners to provide an overview of work in specific areas
- d) Monitor regulations and procedures to ensure that these do not disadvantage any group of potential applicants, drawing, where possible, on comparison with good practice from other scholarship and fellowship programmes
- e) Develop closer working relationships with UK government departments and relevant Commonwealth organisations to ensure that the CSC delivers on their intentions and values
- f) Support DFID to ensure selection of an effective balance of Commissioners, providing the expertise, skills, and continuity necessary for effective decision-making

## 5. Key performance indicators

The CSC has agreed 13 key performance indicators which will be used to measure success in meeting the above objectives. These are as follows:

1. At least 110 recipients from developing Commonwealth countries to take up scholarships for doctoral (including split-site) study at UK institutions
2. At least 499 recipients from developing Commonwealth countries to take up scholarships for Master's level study registered at UK institutions
3. At least 113 recipients from developing Commonwealth countries to take up awards to commence Academic, Professional, or Medical Fellowships at UK institutions
4. A selection breakdown of scholarships candidates that comprises at least 45% of each gender
5. At least 90% of respondents to an anonymous survey open to Scholars and Academic and Medical Fellows in the UK to rate support from the CSC as 'good' or 'excellent' (the top two categories available)
6. 900 alumni members added to the CSC alumni database, with contact details maintained for at least 11,000 alumni in total
7. A package of alumni activities including at least two hard copy magazines, more than 4,000 members of the Commonwealth Scholarships LinkedIn group, and at least 28 alumni events held in different countries
8. At least 90% of alumni across programmes finishing awards in the report year to return to live/work in developing countries, or in development organisations, disaggregated by gender
9. At least 90% of alumni surveyed to report ability to use skills and knowledge acquired on award and/or make changes in the workplace
10. At least £4.2 million generated in matching contributions to the cost of CSC awards from UK universities or other donors
11. Demonstrably increased collaboration with other HMG scholarship schemes, including proposals for joint alumni and pre-award activity involving British High Commissions and others
12. Communications strategy completed and implemented
13. Review of balance of CSC programmes commenced



## 6. Budget and resources 2017-2018

A budget has been set, based upon the award of **£25.25m** by DFID in March 2017 through grant-in-aid. Individual programme allocations were made following discussions of the Commission Selection and Awards Policy Committees, and after discussion with DFID. The CSC's administration resource will be held at the 2016-17 level.

Table 1 shows the full budget for 2017-2018. Table 2 details the programme budgets.

**Table 1: All costs 2017-2018, May 2017**

Year	Allocation 2017-2018, May 2017 / 000s
Awards programmes (DFID)	22,240
Awards programmes (BEIS)	415
Administration	1,624
Non-award programmes	1,236
Immigration health surcharge	150
Expenditure/allocation	25,665

### Award expenditure 2017-2018

**Table 2: DFID programme (awards) budget 2017-2018, May 2017**

Programme	Allocation / 000s (all awards)	Committed costs / 000s	2017 Academic Year continuers	New award costs	2017 intake (projected)	2017 Awards Held (projected)	2016 intake	Allocation / % programme
Agency Master's	3,982	1,140	6	2,842	119	125	178	17.9%
Shared Scholarships	3,710	100	3	3,610	210	213	200	16.7%
Distance Learning	2,250	1,050	675	1,200	225	900	188	10.1%
PhDs	10,336	8,170	260	2,166	89	349	118	46.4%
Split-site PhDs	940	180	8	760	34	42	31	4.2%
Academic Fellows	290	80	0	210	16	16	19	1.3%
Medical Fellows	125	0	0	125	9	9	8	0.6%
Professional Fellows	635	250	0	385	100	100	91	2.9%
	<b>22,268</b>	<b>10,970</b>	<b>952</b>	<b>11,298</b>	<b>802</b>	<b>1,754</b>	<b>833</b>	<b>100% of £22.24m</b>

## 7. Published information

As laid out in its publication scheme,<sup>1</sup> the CSC publishes the following information:

<b>Class of information</b>	<b>Location</b>
<i>Who we are and what we do</i>	
List of all Commission members	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Location and contact details	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Annual Report: Governance statement	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
<i>What we spend and how we spend it</i>	
Financial memorandum	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Annual Report: Statement of income and expenditure	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
<i>How we make decisions</i>	
Award eligibility and selection criteria	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
Minutes of Commission meetings	Available for inspection on request
<i>What our priorities are and how we are doing</i>	
Business plan	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Corporate plan	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Annual Report: Statement of income and expenditure	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Evaluation and monitoring programme results	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
<i>Our policies and procedures</i>	
Award terms and conditions	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
Handbook for Commonwealth Scholars and Fellows	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
Guidance on how to apply, including guides to using the Electronic Application System	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
<i>Information to be published</i>	
Commission code of conduct	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Rules on conflicts of interest	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Complaints procedure	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Anti-fraud policy and procedure	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
Travel policy	<a href="http://www.gov.uk/cscuk">www.gov.uk/cscuk</a>
<i>Lists and registers</i>	
Register of interests	Available for inspection on request
Risk register	Available for inspection on request

<sup>1</sup> [www.gov.uk/government/organisations/commonwealth-scholarship-commission-in-the-uk/about/publication-scheme](http://www.gov.uk/government/organisations/commonwealth-scholarship-commission-in-the-uk/about/publication-scheme)

*The services we offer*

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The awards we offer and how to apply	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
Information for current award holders	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
Information for alumni	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>

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*Organisations that we work in partnership with*

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Department for International Development	<a href="http://www.gov.uk/dfid">www.gov.uk/dfid</a>
Department for Business, Energy and Industrial Strategy	<a href="http://www.gov.uk/beis">www.gov.uk/beis</a>
National nominating agencies	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>
UK universities	<a href="http://www.dfid.gov.uk/cscuk">www.dfid.gov.uk/cscuk</a>

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## Appendix 1: CSC programme descriptors, May 2017

The CSC's eight programmes are set out in the following descriptors, with objectives identified for each. 'Development' is viewed as being associated with the next level of 'impacts'.

### Objectives of all schemes – common desired outcomes

- Implementation of new skills and content knowledge, and skills and technology transfer in the workplace (new or better practices, methods and tools, increased individual productivity and efficiency)
- Professional development (higher standards and ethics, external recognition, promotion, increased earnings, further study or career development)
- Leadership and the capacity to influence and disseminate knowledge
- Improved teaching quality, capacity, and outputs
- Improved research quality, capacity, and outputs (critical thinking, awareness of current research challenges, capacity to develop new content knowledge)
- Improved networks, partnerships, and international links

### Commonwealth PhD Scholarships

**Purpose:** To enhance individual teaching and research capacity leading to increased institutional capacity in academic and other sectors in nominating countries, and to contribute to UK higher education and research by attracting high calibre international candidates and encouraging links and collaboration

**Intended beneficiaries:** High quality graduates who have the potential to become influential leaders, teachers, or researchers in their home countries, and whose proposed research topic has been described to the satisfaction of the selection committee as having a developmental and leadership focus

**Focus sector(s):** All sectors. A number of awards are specifically offered to academic staff, in all disciplines, from selected Commonwealth universities

**Award duration:** Typically three years, with awards offered for an initial tenure of 22 months and extended following confirmation of upgrade to PhD status

**Invitation/application process:** Applications are accepted directly from national nominating agencies, invited NGOs and selected developing country universities. Nominating institutions and agencies are encouraged to identify their own priority areas and nominate accordingly

#### Objectives of the scheme (desired outputs):

- Gain of research skills for future application
- Gain of technical and other skills relevant to Scholars' work
- With:
  - Increased numbers of highly qualified and skilled researchers working in home country universities, or
  - Increased numbers of highly qualified and skilled researchers working in home country research institutes or industry, or
  - Increased numbers of highly qualified and skilled research graduates working in a policy or implementation role in their home countries
- Networking and links made with UK institutions

## Commonwealth Split-site Scholarships

**Purpose:** To widen access to UK equipment and expertise for quality doctoral candidates from Commonwealth countries, as well as to contribute to UK and Commonwealth higher education and research through collaboration and partnerships

**Intended beneficiaries:** High quality graduates who have the potential to become influential leaders, teachers, or researchers in their home countries, and whose proposed research has a developmental and leadership focus

**Focus sector(s):** All sectors. All awards are offered to students, in all disciplines, registered for PhDs in universities in developing Commonwealth countries

**Award duration:** 12 months, which can be taken as one 12-month period or separated into two six-month periods

**Invitation/application process:** Direct application

### Objectives of the scheme (desired outputs):

- Gain of technical and other skills relevant to Scholars' work, and skills and knowledge transfer
- Use of resources (academic expertise, laboratory facilities, archive material) not available in the Scholars' home countries
- With:
  - Increased numbers of locally trained, highly qualified and skilled researchers working in home country universities, or
  - Increased numbers of locally trained, highly qualified and skilled researchers working in home country research institutes or industries, or
  - Increased numbers of locally trained, highly qualified and skilled research graduates working in a policy or implementation role in home country universities

## Commonwealth Master's Scholarships

**Purpose:** To contribute to development needs of Commonwealth countries by providing training for skilled and qualified professionals and academics, and to contribute to UK higher education and foreign policy aims by encouraging collaboration and links.

**Intended beneficiaries:** High quality postgraduate students who have the potential to enhance the development of their home countries with the knowledge and leadership skills they acquire

**Focus sector(s):** All sectors. Courses provide knowledge and skills likely to have a significant development impact

**Award duration:** 12 months. Awards are wholly tenable at institutions in the UK

**Invitation/application process:** Applications are accepted directly from national nominating agencies and invited NGOs

### Objectives of the scheme (desired outputs):

- Gain of technical, policy or other skills relevant to academic or non-academic career paths
- With:
  - Increased numbers of highly qualified and skilled doctoral level researchers working in home country universities or qualified to continue UK study, or
  - Increased numbers of highly qualified and skilled professionals working in home countries, or
  - Increased numbers of technical or policy experts working in home countries
- Links established or strengthened with UK institutions

## Commonwealth Shared Scholarships

**Purpose:** To contribute to development needs of Commonwealth countries by providing training for skilled and qualified professionals and academics who would not otherwise have been able to study in the UK

**Intended beneficiaries:** High quality postgraduate students who have not studied extensively overseas before and who would not otherwise have the opportunity to study in the UK, and who have the potential to enhance the development of their home countries with the knowledge and leadership skills they acquire

**Focus sector(s):** All sectors. Courses provide knowledge and skills likely to have a significant development impact, and must be approved as having a development focus

**Award duration:** Typically 12 months or the length of the specific qualification (exceptionally up to 24 months). Awards are wholly tenable at institutions in the UK

**Invitation/application process:** UK institutions apply for support; Commissioners select those courses that will receive awards. Institutions must agree to fund living cost component of scholarship. Successful UK institutions make the initial selection of students, which is subsequently approved by the CSC. Applicants should not have studied in a developed country for a period of longer than one year previously and are explicitly asked to declare that neither they nor their families have the funds to undertake the course without a scholarship

### Objectives of the scheme (desired outputs):

- Increase in the number of students able to study in the UK by sharing scholarship costs with UK institutions.
- Gain of technical, policy or other skills relevant to academic or non-academic career paths
- With:
  - Increased numbers of highly qualified and skilled doctoral level researchers working or studying in home country universities or qualified to continue UK study, or
  - Increased numbers of highly qualified and skilled professionals working in home countries, or
  - Increased numbers of highly qualified and skilled technical or policy experts working in home countries

## Commonwealth Distance Learning Scholarships

**Purpose:** To contribute to development needs of Commonwealth countries by providing training for skilled and qualified professionals in key development areas

**Intended beneficiaries:** High quality postgraduate students who wish to access training not available in their country and who wish or need to remain in their home country while they study, and who have the potential to enhance the development of their home countries with the knowledge and leadership skills they acquire

**Focus sector(s):** All sectors. Courses provide knowledge and skills likely to have a significant development impact, and must be approved as having a development focus

**Award duration:** Awards are tenable for six years. However, the modular nature of the courses means that awards are funded on an ongoing basis

**Invitation/application process:** UK institutions apply for support; Commissioners select those courses that will receive awards. Successful UK institutions make the initial selection of students, which is subsequently approved by the CSC

### Objectives of the scheme (desired outputs):

- Gain of technical, policy, or other skills relevant to graduate career paths, for immediate application in the workplace
- Increased numbers of highly qualified and skilled technical or policy experts working in home countries.
- Access to CSC awards for high quality individuals who might otherwise have been unable to benefit.

## Commonwealth Academic Fellowships

**Purpose:** To provide early career academics with the opportunity to plan, conduct, or write research, to encourage applications from institutions where capacity building is a priority, and to enhance knowledge, skills, and contacts in Fellows' given disciplines

**Intended beneficiaries:** Early career academics (with no less than two years' and no more than ten years' postdoctoral academic experience) working in developing country Commonwealth universities

**Focus sector(s):** Higher education, all disciplines

**Award duration:** Three to ten months

**Invitation/application process:** Nominations are invited from selected sub-Saharan African universities. CSC doctoral alumni from all countries may apply direct to the CSC

**Objectives of the scheme (desired outputs):**

- Research outputs developed, helping Fellows to build their CV
- Relevant skills and knowledge gained
- Contacts made with colleagues in relevant disciplines

## Commonwealth Professional Fellowships

**Purpose:** To provide professionals with the opportunity to enhance knowledge and skills in their given sector and to have catalytic effects on their workplaces

**Intended beneficiaries:** Mid-career professionals (defined by the CSC as having five years' relevant work experience) working in development-related organisations in developing Commonwealth countries

**Focus sector(s):** Agriculture/fisheries/forestry, economic growth, education, engineering/science/technology, environment, governance, and public health

**Award duration:** Typically three months (one to six months possible)

**Invitation/application process:** Applications are accepted directly from organisations in the UK willing to set up a programme of activity and either host the Fellow themselves or provide a link to a host. Organisations wishing to apply are required to set up a suitable programme and identify the Fellow(s) themselves

**Objectives of the scheme (desired outputs):**

- Gain of professional, technical, and other skills relevant to Fellows' work
- Enhanced collaboration and links between UK hosts and overseas partners

## Commonwealth Medical Fellowships

**Purpose:** To provide mid-career medics and dentists with the opportunity to enhance their clinical skills and to have catalytic effects on their workplaces

**Intended beneficiaries:** Mid-career medics and dentists working in developing country Commonwealth universities or affiliated teaching hospitals

**Focus sector(s):** Health

**Award duration:** Typically six months

**Invitation/application process:** Applications are invited from nominating universities in selected Commonwealth countries, and from inter-university bodies in south Asia

**Objectives of the scheme (desired outputs):**

- Gain of technical and other skills relevant to Fellows' clinical work
- Networking with others in the same or related specialties