



BTC JUNIOR PROGRAMME



WHAT HAS BECOME OF THEM?

SURVEY ABOUT THE FORMER JUNIOR ASSISTANTS



© BTC / Dieter Telemans



© BTC

If you have just finished studies, getting a first job is not easy.

Employers almost always ask for a few years of job experience.

Young people who want to launch their career in development cooperation seem to have an even tougher time.

Sometimes, young people are welcome as volunteers, but to get a paid job usually several years of field experience is required.

The Junior Programme of Belgian development cooperation was created to offer young people a first professional experience in development cooperation. After a selection, young people are sent out to work for 1 up to 2 years, supported by a coach, in one of the 18 partner countries in a project of Belgian governmental cooperation or of a Belgian NGO.

After this first job experience in the sector most 'Juniors' know if they want to further pursue this career path or not. Some choose for a new job abroad, while others focus on a supporting job in the North.

We asked 82 former Juniors the following questions to find out what the Junior programme has meant to them:

○ DO YOU WANT TO CONTINUE WORKING IN DEVELOPMENT COOPERATION? HAVE YOU GOT A JOB, AND IF YES, IS IT IN THE DEVELOPMENT COOPERATION SECTOR?

○ DID YOUR EXPERIENCE IN THE JUNIOR PROGRAMME BOOST YOUR CAREER?

This survey is only a snapshot of the situation on 1st of April 2010. Especially the job opportunity situation can change quickly.



© BTC / Jean Schmets



© BTC

CURRENT PROFESSIONAL SITUATION

- 90% of former Juniors wants to continue working in development cooperation.
- 75% of Juniors have found a new job within four months after the end of their Junior contract.
- 66% of Juniors with a new job, is working in development cooperation.
- 49% works from Belgium, 51% has left again for a developing country.

The kind of work former Juniors do is very varied. These can be technical, supporting as well as coordinating jobs. Some have already had several jobs. Some had an open-ended contract, whereas other worked on assignments. So, it is quite hard to talk about a typical career path of a Junior. The possibilities are as diverse as the background of the former Juniors.

FIELDS IN WHICH FORMER JUNIORS WORK



- **MULTILATERAL COOPERATION:** 34%
- **NON-GOVERNMENTAL COOPERATION:** 29%
- **GOVERNMENTAL BILATERAL COOPERATION:** 20%
- **OTHERS:** 17%



© BTC / Nick Hannes

AN ADDED VALUE FOR THEIR CAREER

Former Juniors consider the Junior Programme as an asset for their further career, regardless of the field. The main reasons for this added value are:

- Employers positively view a two-year job experience abroad; it proves their flexibility and adaptability.
- Their experience in the Junior Programme provided them with an opportunity to establish a network of contacts.
- BTC seems to have an added value as a 'brand', as a guarantee for a quality job experience.
- The Junior Programme contributes to self-knowledge, self-confidence and maturity of the Juniors.

ADDED VALUE FOR THEIR CV



- **ADDED VALUE:** 89%
- **NO ADDED VALUE:** 6%
- **NO OPINION:** 5%

89%

says the programme offers good opportunities to gain practical experience and to learn.

Former Juniors graded their participation to the Junior Programme with a degree of satisfaction of

7,5/10

This score can for a broad part be attributed to the following points:

- The quality of coaching and the support in the field.
- The experience gained and the personal development (technical competence, knowledge of the field, knowledge of the world of development cooperation).
- The autonomy and responsibility that Juniors get in their job.



© BTC / Jean Schmets

A FEW FORMER JUNIORS



JOHN

Master in Applied Economic Sciences,
Master in Journalism

JUNIOR ASSISTANT / HEALTH
(2007-2009)
in Quito, Ecuador

Tasks: Development of educational materials for young people about sexual and reproductive health care.

And then...
United Nations Volunteer for
UN POPULATION FUND
in Quito, Ecuador

Tasks: Policy-preparing work for the National Teenage Pregnancy Prevention Plan.

« I got the chance to work for 'Salud de Altura', a project that emphasizes the importance of a multidisciplinary approach to teenager pregnancies and the prevention thereof. It opened the way to a job at the Youth Directorate of the Ecuadorian Ministry for Social Inclusion as a UNV. » – John



CÉLINE

Master in Political Sciences,
Master in Development Studies

JUNIOR ASSISTANT / HEALTH
(2006-2007)
in Kigali, Rwanda

Tasks: Evaluation of the impact of financial incentives for healthcare staff on the quality of the local healthcare services.

And then...
Health promotor for
MÉDECINS SANS FRONTIÈRES
in Dhaka, Bangladesh

Tasks: Establishing a community approach to fight malnutrition in a slum.



CHARLOTTE

Master in Political Sciences

JUNIOR ASSISTANT / BUDGET SUPPORT
(2007-2009)
in Maputo, Mozambique

Tasks: Preparing dossiers for Belgian support to the Mozambique government and follow-up of the dialogue between the donors and the government.

And then...
Junior Expert Governance for the
BELGIAN DEVELOPMENT AGENCY BTC
in Brussels, Belgium

Tasks: Follow-up of projects and support for new formulations for good governance and/or budget support.

« For me, the Junior Programme was a real steppingstone into the world of development cooperation. My coach taught me fundamental human and professional lessons that can serve for the whole of my career. » – Céline

BUILDING A FAIR WORLD

***DISCOVER THE EXPERIENCES
OF JUNIOR ASSISTANTS ON:***

[HTTP://BLOGCOOPERATION.BE](http://blogcooperation.be)

***BTC - BELGIAN DEVELOPMENT AGENCY
JUNIOR PROGRAMME***

***RUE HAUTE 147
1000 BRUSSELS
T +32 (0)2 505 18 34
F +32 (0)2 502 98 62
JUNIORPROGRAMME@BTCCTB.ORG
WWW.BTCCTB.ORG***

**THE BELGIAN
DEVELOPMENT COOPERATION **