

NOR⇌C

NORWEGIAN AGENCY FOR
EXCHANGE COOPERATION



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OXFAM
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forum

SUCO

The impact of EXCHANGE in making a change agent

NOREC

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Who are we?

- NOREC est in 1963 as «Norwegian Peace Corps»
- From 2000 – 2018 known as «FK Norway»
- Agency in the Norwegian Ministry of Foreign Affairs



How we work

- Facilitate exchange of personnel within partnerships
- Several rounds, 3-12 months, long term
- South South | South North | North South
- 600 people pr year | 10 000 people thus far



Case: The impact of exchange

1. When do you become a change agent?
2. Who improve their skills most?
3. Where are you a change agent?
4. How do you sustain a change agent?



Analytical framework

- Since 2009 (11, 13, 15 and 2017)
 - Partner survey
 - Exit survey
 - Alumni survey
- Responsrate >40% (n=6000)



1. When do you become a change agent?

Questions	South participants	North participant
I became a change agent during exchange	75%	40%
I started to see opportunities in my home environment	75%	35%
My FK experience became an inspiration to be more active	72%	37%

- Exchange ignites one to be an agent of change
- Learning abroad, implementing at home



2. Who improve their skills most?

	Agree	Partially agree	Don't agree
Position in organisation	76	20	3
No position in organisation	58	25	13

- On exchange with a programme is preferred



3. Where are you a change agent?

“After my exchange I have been ... involved in community/social/political action than before”

	LESS	MORE	SIMILAR
Position	4	60	36
No position	8	54	38

- Majority of partners say volunteers contribute most to capacity development **upon return.**



4. How do you sustain a change agent?

	Agree	Partially agree	Don't agree/Know
Position	73	21	7
No position	57	32	11

- When volunteers return with a plan and a purpose
- When there is a partnership over time
- When you recruit people where you want change to happen



Conclusion

- 1. If making more change agents is the aim: Give the opportunity to young people from south.
- 2. If organisational development is the aim: Facilitate exchange as the volunteers contribute most upon return.
- 3. If sustainability is the aim: Recruit and exchange volunteers whom are connected to a programme where change shall take place.

