

Impact of Korea International Cooperation Agency (KOICA) Scholarship Programs on Capacity Building on Developing Countries

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Abstract

The Korean International Cooperation Agency Scholarship Programs significantly contribute to the enhancement of human resource development in developing nations by offering individuals the chance to receive advanced education and professional training in South Korea. This paper provides a comprehensive review of the Korean International Cooperation Agency scholarship programs and their impact on capacity building in developing countries. Since its inauguration, Korean International Cooperation Agency has facilitated numerous scholarship opportunities for individuals from developing nations, focusing on fields such as public administration, healthcare, technology, agriculture, and environmental sustainability. Through these programs, Korean International Cooperation Agency has contributed to the empowerment of individuals, the strengthening of institutions, and the promotion of sustainable development in recipient countries. The review paper explores the objectives of Korean International Cooperation Agency scholarships and the long-term benefits on developing countries in terms of capacity building. Drawing from case studies, articles and program evaluations, this review highlights the role of these scholarships in fostering skilled leadership, enhancing local governance, and facilitating cross-cultural exchange. Ultimately, the paper underscores the importance of international cooperation and capacity building in accomplishing the United Nations' Sustainable Development Goals (SDGs), particularly in education, economic growth, and global partnerships.

Keywords: *Capacity Building, Empowerment, Sustainability, Global Partnership.*

Introduction

An essential component of sustainable development is education. Public diplomacy through education is becoming more and more crucial in the age of globalization to improve ties between nations. One specific illustration of initiatives to cross boundaries and investigate diplomatic ties between the nations is the educational exchange program that South Korea has with other nations worldwide (Rizka Andriana, Danish Natha, Maurensia Septiana, & Yusawinur, 2024). South Korea commenced to engage in international development in April 1991 when it founded the Korea International Cooperation Agency (Na & Dallaire, 2022). Scholarships give host nations the ability to use soft power tools to public opinion around the world. From a humanist perspective, they demonstrate the host country's dedication to addressing global inequalities by providing assistance through higher education (Lin, 2024). Fighting global poverty and advancing sustainable socioeconomic development in underdeveloped countries are priorities for the Korea International Cooperation Agency. It also seeks to improve South Korea's friendly ties with these countries by sharing its development expertise and experience. KOICA's grant-based initiatives prioritize important areas, including agriculture, rural development, health, education, governance, technology, the environment, and energy. Among its initiatives are multilateral partnerships, emergency assistance, the Development Experience Exchange Program, international volunteer and fellowship opportunities, and development projects. As of 2021, Korean International Cooperation Agency has provided approximately \$636 million in total support. Currently, Korean International Cooperation Agency operates 47 country offices around the globe. By forming alliances with a broad range of stakeholders, such as Government ministries, civil society, public institutions and businesses. Korean International Cooperation Agency is currently acting as a platform for development collaboration. (KOICA, 2024c). In the early years of its inception, numerous government officials in Korea, the first recipient-turned-donor nation, received training in Germany, the US, and Japan. Today, Korea uses the same reasoning when inviting international government leaders for

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both short-term and long-term training (Kang & Rudolf, 2017). Given that its growth is documented as the most successful case in history, South Korea have attracted more attention from the global community, and it is anticipated to utilize development cooperation to share its developmental insights with nations that are still developing (J. Kim, 2013).

27 Core Partner Countries

Asian (12 Countries)	Laos, Bangladesh, Myanmar, Cambodia, Indonesia, Nepal, Philippines, Pakistan, PDR, Mongolia, Vietnam, Sri Lanka, India
African (7 Countries)	Ethiopia, Ghana, Egypt, Uganda, Rwanda, Senegal, Tanzania
Middle East and CIS	Uzbekistan, Kyrgyzstan, Ukraine, Tajikistan
Latin America	Bolivia, Paraguay, Colombia, Peru

(KOICA, 2024a)

Through various initiatives of Korean International Cooperation Agency, it strives to foster friendly relations and exchanges with develop

ping nations, alleviate poverty, improve quality of life, support sustainable development, and advance humanitarian efforts in many parts of the world.

Mission	Contributing to the common prosperity and the promotion of world peace through inclusive, mutual development cooperation leaving no one behind
Vision	An eminent global development cooperation organization to realize global values and create mutual prosperity - Becoming a global pivotal state through advanced development cooperations -
Core Value	(SDG 5P) People · Peace · Prosperity · Planet · Partnership
Management policy	Integrated Approach · Digital Transformation · Organizational Culture Innovation

(KOICA, 2024a)

With the United States Agency for International Development's (USAID) assistance, South Korea initiated its first training program for developing countries in 1963. Up until now, this program has aimed to enhance the capabilities of developing nations through technical cooperation efforts..(전영은, 2015).

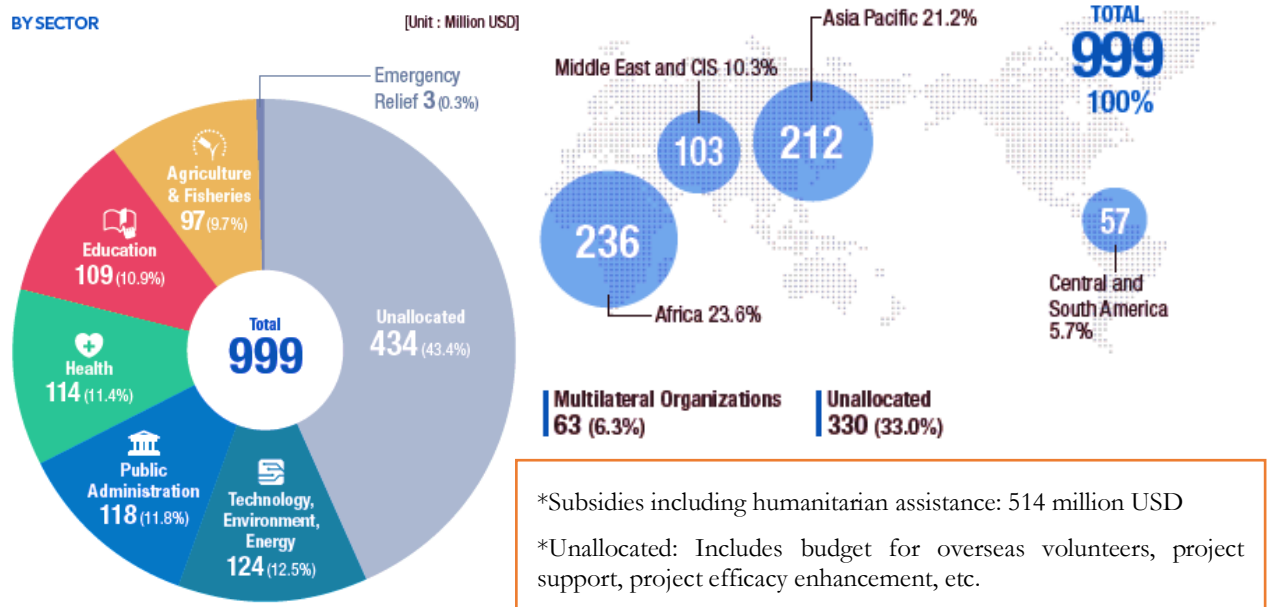


(Agency, 2024)

The goal of the Invitation of Trainees Program is to give developing countries access to Korea's technological know-how and development expertise. Developing-nation government representatives, technicians, and specialists are invited to Korea for specialized training. Financial turn of events, policy implementation, farming, ranger service, and fisheries, finance, trade, education, health, technology innovation and transportation are only a couple of the many fields in which learners get developed in.

Additionally, the Invitation of Trainees Program fosters cordial relations with participating nations and aids trainees in understanding Korean culture.(Na & Dallaire, 2022). International scholarships are becoming increasingly important in providing access to superior higher education. This research specifically examines foreign scholarships as a tool for educational advancement in higher education. In fact, recent studies have shown that foreign scholarships play a function that goes beyond just increasing human capital or facilitating access by developing individuals into change agents who support broader beneficial societal change (정혜원, 2020).

Poor policy formulation, ineffectual governments, and subpar institutions are common problems in developing nations, especially the least developed ones. This is on the grounds that they maintain law and order and proposition better approaches, successful government organizations not set in stone to be fundamental for finance in turn of events. In 2015, the Unified Countries laid out the SDGs as a feature of the 2030 Plan, and the Korea Global Participation Organization is committed to accomplishing these objectives.



According to the Korea International Cooperation Agency's 2022–2024 Annual Statistics Publication, the agency has always placed a high priority on education since it truly benefits individuals and the globe. According to this theory, education is essential to sustainable development, and achieving sustainability requires an interdisciplinary approach that incorporates the values of people, peace, prosperity, planet, and partnership (KOICA, 2024c).

The fourth Feasible Improvement Objective (SDG) of the UN is to ensure comprehensive, populist, excellent training and empower potential open doors for long lasting learning for everybody. Target 4.b of SDG 4's ten targets seeks to increase higher education scholarships for poor nations (Haddow, Edwards, & Hazelman, 2024). Only when the partner nation appropriates the international cooperation intervention can scholarships for capacity building be obtained, since this improves sustainability and long-term beneficial effects (Moral & Pombo, 2011).

Methodology

To complete this review paper, a systematic approach was employed. Relevant literature was identified using academic databases such as Google scholar and Scopus. Keywords and Boolean operators (e.g., AND, OR) were used to refine the search. Inclusion criteria focused on peer-reviewed articles published in English, with relevance to the research objectives. Articles were screened thoroughly based on titles and abstracts, followed by a detailed review of selected full texts. Key information from each study, including objectives, methods, findings and limitations were extracted and organized using citation management tools. A thematic analysis was conducted to synthesize findings, identify patterns and highlight gaps in the existing literature. This methodology ensured a comprehensive and unbiased review process.

Discussion

By encouraging the development of human resources, transferring expertise and strengthening ties between South Korea and recipient countries, the Korea International Cooperation Agency provides developing nations with substantial advantages from the scholarship program.

Key Areas of Impact of Korea International Cooperation Agency (KOICA) Scholarship Programs on Capacity Building on Developing Countries.

Capacity Building

Specialized Education: One of the most important tools for boosting economic growth is education. It contributes to the development of a progressive society and enhances human potential via knowledge and skills (Ahmed, Ahmed, Barkat, & Ullah, 2022). For graduate and post-graduate degrees in fields including public policy, agriculture, engineering, healthcare, and ICT, Korea International Cooperation Agency offers scholarships which gives participants cutting-edge abilities and information (Sok, Khan, & Bunry, 2023). To improve teaching and learning, the trainees are exposed to a high-tech setting with practical experience. Programs for exchanging international students have become an essential part of the global education scene.

These programs make it easier for students to travel across nations and provide them the chance to experience various social, intellectual, and cultural situations (Goldstein, 2022). Officials from developing nations can engage in the many fields of study to have a thorough grasp of the subject matter. One fundamental policy for cultivating attention to the host country and the more extensive globe is the internationalization of advanced education through concentrate on abroad projects (Asada, 2019).

Leadership Development: Scholars frequently occupy powerful roles in their native nations, enabling them to promote constructive change when they return (Fadiga, 2024). This was made clear when Franklyn Derek Wasi, a 2020 graduate of *Kyungpook National University*, was elected to the East Makira Constituency (EMC) in the Solomon Islands Joint National General Election of 2024 and currently the Honourable Minister for the Ministry of Agriculture and Livestock (MAL) under the Government for National Unity and Transformation (GNUT) (Government, 2024). Literature from Chevening's 2022-2023 Impact Report also indicate that the alumni community produced presidents, climate activists, healthcare professionals and women's rights advocates, conflict resolution and development experts (Foreign, 2021). Government representatives have the information and abilities necessary to go back to their own nations and effect change. Scholarships make advanced education and specific preparation open to capable people who could somehow or another not be able to manage the cost of it. This entrance assembles fundamental abilities and information basic for initiative. International Scholarship programs frequently incorporate mentorship, organizing occasions, and graduated class associations, which assist beneficiaries construct associations with other arising and laid out pioneers.

Knowledge Transfer

Technical Expertise: Scholars can apply creative solutions to problems in their home countries when they are exposed to Korea's cutting-edge technology, governance models, and development plans (Kumpf & Jhunjhunwala, 2023). Korea effectively disseminates professional knowledge and information about Korean history and culture through this KOICA scholarship, whereas the field of knowledge exchange (Varpahovskis, 2021). South Korean universities are renowned for both their cutting-edge research facilities and their outstanding academic standards. It is the conviction that studying abroad is worthwhile and that recently gained knowledge and abilities are transferable. People acquire knowledge abroad, which they then put to use by finding work back home (Anne C. Campbell & Neff, 2020). Scholarships programs frequently include mentorship, event planning, and graduate class associations, which help beneficiaries form relationships with other emerging and established pioneers. Scholarships frequently provide funding for research projects, enabling students to further their knowledge through practical investigation and help advance their field.

Global participation and joint effort between instructive organizations had started by grant programs. It is taken more straightforward for individuals to share data, ideas and best practices, which fosters university alliances and worldwide research collaborations (De Wit & Altbach, 2021). These kinds of partnerships support the growth of scientific inquiry, creativity, and cross-border information sharing.

Cultural Exchange: Trainees from different participating nations learn about Korean culture and work ethic, which promotes global perspectives and intercultural understanding (Kumpf & Jhunjhunwala, 2023). The curriculum's incorporation of Korean allows officers to become acquainted with Korean customs, language, and—above all—methods of assimilating into the culture in order to guarantee a positive academic experience. Through direct openness to various societies, customs, and perspectives, these projects assist understudies with fostering their social skill and worldwide comprehension ("International Student Expectations: Career Opportunities and Employability," 2016). Understudies can foster their language capacities by drenching themselves in an unknown dialect climate, which will build their jargon, familiarity, and general language capability (Goldstein, 2022).

Enhanced Human Capital

Institutional Strengthening: Students can foster their language capacities by submerging themselves in an unknown dialect climate, which will increase their vocabulary, fluency, and general language competency (Kang & Rudolf, 2017). Students can develop their language abilities by involving themselves in a foreign dialect climate, which will expand their jargon, familiarity, and general language competency (전재은, 2019). Tertiary taught migrants and global scholars and graduated class are the essential channels of human resources " (p. 209) in innovation driven created and arising economies (Marsh & Oyelere, 2018). Immersion in a foreign language context can help learners advance language in terms of reading and writing and also increasing their vocabulary, fluency, and overall language competency (Anne C. Campbell, 2017).

Profession Advancement: Promotion in the workplace This research assessed the program's outcomes by looking at the alumni's standing as demonstrated by promotions, pay raises, chances to exchange expertise, and involvement in the creation and execution of new policies (Kang & Rudolf, 2017). Promotion in the workplace This research assessed the program's outcomes by looking at the alumni's standing as demonstrated by promotions, pay raises, chances to exchange expertise, and involvement in the creation and execution of new policies. Recipients of scholarships can pursue professional certifications or higher education, increasing their eligibility for promotions and higher-level jobs. Through the provision of advanced skills, international awareness, and English proficiency, scholarship programs can improve graduates' employability (Jonbekova, Kim, Kerimkulova, Ruby, & Sparks, 2021).

Networking Opportunities

Global Partnerships: In order to foster international collaboration, scholars establish networks with colleagues, experts, and organizations from other nations. Through scholarship opportunities, officials from many nations may engage with one another and build a solid network for future project planning or idea sharing. International higher education partnerships can promote global development, but power dynamics and partner positioning impact engagement and outcomes (Mwangi, 2017). Global partnerships facilitate mutual understanding of ideas, backgrounds, and in-depth cultural and traditional knowledge, as well as—most blatantly—constructive relationships that foster global citizenship. Cross-national teams that have similar research interests, carry out research, and disseminate findings in order to increase knowledge and encourage constructive changes in practice are involved in international collaborative research. Establishing trust, respect, communication, cultural competency, and reciprocal learning are all necessary for successful global partnerships in education and research. (Witchger Hansen, 2015). A rigorous cross-national study can provide numerous benefits to a specific research field, including greater impact and broader applicability. In particular, conducting research abroad allows us to apply research findings to various populations, geographical areas, and cultural contexts. Furthermore, global collaborative research offers chances to solve global issues and build beneficial relationships. Most significantly, these kinds of partnerships foster synergy, which allows teams to accomplish more than they could on their own. These international and cross-cultural

exchanges between scientists and process participants from various backgrounds can create a supportive atmosphere for problem-solving and idea-sparking that would not have been possible otherwise (Yao, 2021).

Bilateral Relations: Closer connections between South Korea and recipient nations enable increased collaboration in trade, business, and development. The primary objective of the Korean International Cooperation Agency scholarship program is to produce develop public servants who can foster goodwill and contribute to the socioeconomic advancement in their home nations (S.-g. a. N. Kim, Yong-seok, 2020). The Korea International Cooperation Agency scholarship program emphasizes the value of knowledge gain. For example, one student reported feeling encouraged to further their nation's growth after working with Korean students on a regular basis, which helped him acquire soft skills like diligence and accountability. Scholarships are used as a tool to build relationships, trust, and familiarity between students and people of two nations, and the main justification is related to the notion that educational exchange may improve bilateral ties. The reasoning for this is that future national leaders are chosen and dispatched overseas in order to build rapport, learn about the host culture, and cultivate empathy for the host nation (micro-level affects). It is anticipated that upon their return and ascent to positions of authority, they will possess the ability to sway their people and promote bilateral links in order to increase economic commerce, lessen conflict or war, preserve alliances, or disseminate ideas (at the macro-level) (Anne C. Campbell & Neff, 2020).

Focus on Sustainable Development

Sustainable Development Goals alignment: The Maintainable Advancement Objectives (SDGs) of the United Nations are in accordance with Korean International Cooperation Agency drives, ensuring that analysts support worldwide including wellbeing, schooling, destitution mitigation, and environment activity. The inclusion of scholarship programs in the Sustainable Development Goals (SDGs) of the United Nations in 2015 elevated the subject in international student mobility and higher education to unprecedented heights of global importance (Bhandari & Mirza, 2016). International scholarships promote sustainable development through alumni's contributions to education and citizenship in developing countries (Anne C. Campbell, Kelly-Weber, & Lavallee, 2020). Scholarship programs' predicted results and conformity with sustainable development goals are greatly influenced by their theoretical foundations, whether they are based on human capital, human rights, or human capabilities approaches. International scholarships are one of the educational instruments included in the SDGs, which emphasize education as a goal in and of itself as well as a means of achieving other objectives (Cf, 2015). The execution of SDG 4 includes providing everyone with equitable access to high-quality basic and supplemental education, youth education, complimentary access to specialized and advanced educational opportunities for all women and men, and increasing the number of children who are ready for the labour force, dispensing with orientation differences in schooling, and eliminating boundaries in light of handicap, native status, and weakness, grown-up proficiency and numeracy, and information and abilities to advance economical turn of events, including common freedoms, orientation equity, harmony and peacefulness, and worldwide citizenship. The three strategies for execution are expanding the accessibility of qualified educators, expanding availability in instructive offices, and expanding grants for agricultural countries. Additionally, it was believed that SDG 4 was the cornerstone of the other sixteen **Sustainable Development Goals**. Guidelines are provided for five major areas of the Education 2030 Framework for Action Lifelong learning, inclusive and fair quality education, education for global citizenship and sustainable development, Partnerships and robust educational systems (Reimers, 2024).

Cost-Free Education

Equal Access to Education: Scholarships ease the financial strain on students from impoverished nations by paying for tuition, living expenses, flights, and other associated expenditures. Due to financial constraints, students from underdeveloped nations are unable to pay for their education elsewhere (Todua, 2017). According to research, scholarships may greatly increase vulnerable and underprivileged youths' access to high-quality university education by facilitating timely enrolment, granting them access to higher education, and providing them with study abroad possibilities (Cosentino, Fortson, Liuzzi, Harris, & Blair, 2019). For underrepresented and marginalized groups in higher education, such as students with disabilities, students

from minority ethnic groups, female, homosexual, or other sexual minorities, or students from economically disadvantaged backgrounds, international scholarships are another strategy used to expand access to higher education (Anne C. Campbell & Neff, 2020). They contribute to the attainment of the right to education by assisting in the removal of financial obstacles to education, particularly for overseas students (Sitnikova, 2023).

Scholarships enhance students' learning motivation and academic achievement by easing financial strain, though they also bring mental burden (Raden Heryaningtias Ramadhianti & Dedi Sulisty Soegoto, 2024). Students from low- and middle-income families benefit most from scholarships in terms of increased retention rates (Moore & Burgess, 2022).

Reduction in Student Debt: Prevents students from incurring burdensome loans, enabling them to focus on studies without financial stress. International Scholarship in any field of study provide scholars monetary help to empower them to follow their inclinations and capacities in their academic career without being distracted by the expense of their study provides opportunities for underprivileged individuals to improve their socioeconomic status through education. This enables scholars to stay focussed and determined which eventually assist in quality work as more times is dedicated to concentrate on the research. Furthermore, scholarships are viewed as incentives for students to achieve academic success (Raden Heryaningtias Ramadhianti & Dedi Sulisty Soegoto, 2024). Existing research has highlighted the significant impact of financial literacy and socioeconomic factors on student debt levels and higher education participation (Stranahan, Beal, & Borg, 2019).

Post-Scholarship Opportunities

Career Advancement: Any type of scholarship provides financial support to enable students to pursue their studies in line with their interests and skills. With this monetary help, understudies might focus on their scholastics without being diverted educational cost costs. Scholarships are sometimes viewed as encouraging students to achieve academic success (정혜원, 2020). In the fields of mental health and health professions, scholarships serve as essential for professional advancement. They help recipients stand out from others in their field, strengthen job retention, and advance their professional development (Foreman, Perry, & Wheeler, 2015; McGaghie, 2009). The worldwide fellowship initiative Future leaders from partner nations, including policymakers, public servants, and industry professionals, are invited to participate in the human capital development (HRD) program. Through KOICA Scholarship, long-term Scholarship Programs for earning Master's and Ph.D. degrees, as well as short-term General Training Programs that focus on one or more nations promoting capacity-building. Graduates of the CIAT program, who receive their training in Korea, support the growth of their nations and act as a liaison between Korea and its neighbouring nations (KOICA, 2024b).

Job Promotion: Education is a fundamental human right, a key catalyst for development, and a vital tool for reducing poverty while fostering better health, gender equality, peace, and stability. Scholarships may significantly influence career growth and academic achievement. Although they might not have a direct impact on test scores or job outcomes, scholarships have been proven to raise academic achievement by 0.6 grades in low-income nations (Filmer & Schady, 2014). Long-term funding for health-related scholarships has been shown valuable for both the industry as a whole and its beneficiaries, as well as host organizations, in enhancing workforce capacity (Crawford et al., 2019). It provides significant and consistent benefits, such as higher income, and plays a crucial role in promoting equity and inclusion (Group, 2024). At an individual level, education enhances job opportunities, income potential, health outcomes, and contributes to alleviating poverty. This review assessed the program's outcomes by looking at the alumni's standing as demonstrated by promotions, pay raises, chances to exchange expertise, and involvement in the creation and execution of new policies (Kang & Rudolf, 2017). One way that programs ensure that the talent returns home is through binding agreements, where members consent to the grant and a post grant business responsibility at the beginning (Anne C Campbell, 2018). Well-trained scholarship alumni were also able to find better employment options in a third country (Fiddian-Qasmiyeh, 2011).

Challenges and Limitations

The scholarships offered by the Korea International Cooperation Agency (KOICA) play a vital role in advancing sustainable development because they give people from developing countries the chance to expand their knowledge and abilities in a multitude of sectors. These efforts provide worthwhile possibilities for learning in South Korea and are designed to address global issues and build international relationships. Nevertheless, Korean International Cooperation Agency scholarship programs still confront difficulties in spite of their achievements.

Retention of Talent: For many years, academics have been examining the phenomena of brain drain and its resurgence in South Korea. At first, Republic of South Korea experienced a large exodus of talent to advanced countries, especially scientists and engineers (Song, 1991). South Korea is not alone in this experience; other nations, such as China, have also struggled to draw talent home while striking a balance between state-led programs and economic opportunity (Zweig & Wang, 2013). The greater economic and scientific prospects in countries like the United States were a major factor in the exodus of highly qualified people. The paradigm has begun to change, though, since South Korea is now drawing a sizable influx of highly qualified immigrants. In the donor nation, the scholars choose to finish their studies and find employment. When experts in a variety of fields depart the nation, creating a significant professional deficit, this situation has a disastrous impact on the recipient nation.

Reintegration Difficulties: Graduates often encounter obstacles in applying their newly acquired skills due to bureaucratic or institutional constraints. In accordance to research, graduates frequently find it difficult to use their skills because of a mismatch between the expectations of the job and their academic preparation. Institutional impediments may impede the development of general abilities and qualities in students, which is the goal of universities

(Crebert, 2002). Obstacles in comprehending graduate labour and abilities, such as methodological and conceptual constraints in existing research, impede the transfer from higher education to the job market (James, Warhurst, Commander, Lindsay, & Tholen, 2011).

Program Accessibility: Limited awareness and outreach may prevent qualified applicants from taking advantage of these possibilities. Program accessibility is one of the main issues KOICA scholarship programs confront, and it is greatly influenced by a lack of knowledge and communication. It's possible that many prospective applicants from underdeveloped nations are unaware of all the scholarship options that are open to them. In particular regions, qualified people, particularly those living in rural or isolated areas, are unable to apply due to a lack of effective means of communication and focused outreach tactics. Furthermore, inadequate promotion of the scholarship programs through local institutions, NGOs, or government agencies can hinder the identification of qualified candidates, making it more challenging for Korea International Cooperation Agency Scholarship to attract a diverse pool of applicants from various countries and backgrounds. Addressing this challenge requires more robust and inclusive awareness campaigns, leveraging both traditional and digital media, as well as collaborating with local organizations to ensure that all eligible individuals are informed about these valuable educational opportunities.

Conclusion

The Korea International Cooperation Agency Scholarship Program stands as a transformative opportunity for individuals from developing countries, fostering human capital development and promoting sustainable growth. By providing access to world-class education, this initiative equips recipients with the knowledge, skills, and global perspectives needed to address pressing challenges in their home countries. Beyond academic excellence, the program fosters cultural exchange and international cooperation, enabling scholars to build networks and share innovative solutions to global issues. The scholarship's focus on priority areas such as public policy, technology, and health care ensures alignment with the developmental goals of recipient countries, empowering individuals to spearhead impactful projects upon their return. Ultimately, the by bridging the gap between education and real-world development, the Korea International Cooperation Agency's Scholarship promotes socioeconomic advancement.

and contributing to a more equitable and prosperous global community. By empowering individuals from developing nations, the program not only upthrusts communities but also strengthens global ties and promotes sustainable development. As the program continues to evolve, its impact on individuals, nations, and the global community will remain profound, showcasing South Korea's commitment to fostering a more inclusive and equitable world. Addressing the challenges and adopting the recommended strategies will further enhance the efficacy and reach of KOICA's efforts, ensuring lasting benefits for partner nations.

Recommendations

To enhance the impact of Korea International Cooperation Agency scholarship programs, the following measures are recommended:

Strengthening Alumni Networks: Establish robust alumni associations to facilitate knowledge sharing and collaboration among graduates.

Customized Training Modules: Develop tailored training programs that address the specific needs of partner countries.

Monitoring and Evaluation: Implement comprehensive monitoring systems to assess the long-term impact of scholarship programs on individual and institutional development.

Support for Reintegration: Provide post-graduation support to help scholars reintegrate into their home countries and effectively apply their skills.

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