



KIT Fund

Ten Year Impact Report

Mauritskade 64, 1092 AD Amsterdam, The Netherlands

April 16, 2025

Executive Summary

Over 4 million health workers are needed globally to close critical gaps in healthcare access especially in low- and middle-income countries (LMICs), where under-resourced health systems and persistent inequities demand urgent investment in workforce education and leadership. The KIT Fund was established in 2013 to address this gap by supporting health professionals from LMICs to pursue the Master of Public Health & Health Equity (MPH-HE) at KIT Royal Tropical Institute.

Now marking its 10th anniversary, the KIT Fund has awarded 67 full or partial scholarships to scholars from 26 countries, with nearly €2 million raised to date. This report evaluates the long-term impact of the Fund on alumni careers, capacity-building, and global health equity.

A mixed-methods evaluation (63% survey response rate; 7 in-depth interviews) revealed that:

- 81.4% of the alumni worked in their home countries after graduating from KIT with currently 66.8% of the respondents remained working in their home countries.
- 89% have assumed leadership roles, 64% are engaged in policy or teaching, and 41% have published peer-reviewed papers.
- A notable career shift is observed, with 63% - up from 18% - transitioning from district and national level into international roles, reflecting the growing influence in managerial, and policy-driven global health leadership of KIT Fund alumni.
- Alumni report a broader worldview, stronger networks, and increased career clarity as a result of their KIT experience.

While the Fund requires scholars to return home post-graduation to mitigate brain drain, those working abroad remain deeply connected and contribute to LMICs through research, capacity-building, and collaborative projects. These findings align with other global scholarship models, which show that return, circular migration, and diaspora engagement can all contribute meaningful to development.

KIT Fund alumni consistently cite its unique role in supporting professionals from politically or financially excluded regions, underscoring the Fund's commitment to equity and impact. The evidence is clear: the KIT Fund delivers lasting, systemic value. Continued donor support is essential to ensure that talented professionals can access life-changing education and return as global health leaders.

Contents

1	Executive Summary	1
2	Introduction	4
2.1	Global Health Education at KIT	4
2.2	KIT Fund: Advancing Global Health Through Education	4
2.3	Growth and Fundraising Efforts	5
2.4	Challenges in Scholarship Funding	5
3	Background & Procedures	6
3.1	Application and Selection Process	6
3.2	Awarded Scholarships	7
4	Objective of this Report	8
5	Methodology	8
6	Ten Years On - Exploring the Impact	9
6.1	Key Demographics of Responders	9
6.2	Upward Mobility: Employment and Career Advancement	10
6.3	Leading by Example: The Ripple Effect of Education	13
6.4	Breaking Barriers: Financial Support as a Pathway to Leadership	13
6.5	Global Learning: Broadening Opportunities and Strengthening Professional Networks	14
7	Alumni Reflections: The Lasting Impact of the KIT Fund Scholarship	16
8	Lessons Learned	22
8.1	KIT Fund Contribution to Capacity Building	22
8.2	Key Insights	22
9	Conclusion	23
10	Acknowledgements and About the Author	24
11	Supporting Documents	25

2 Introduction

Millions of people worldwide lack access to quality healthcare due to critical shortages and unequal distribution of trained medical personnel, including doctors, nurses, midwives, public health professionals and other providers. The World Health Organization (WHO) estimates that over 4 million health workers are needed to bridge this gap, yet the number of professionals in training remains insufficient, and the disparity is widening ¹.

Beyond workforce shortages, health inequities persist, with marginalized populations including women, children, low-income communities, and minority groups continuing to experience poor health outcomes. Many preventable and treatable diseases still claim lives due to inadequate access to healthcare services. A strong health system depends not only on medical providers but also on leaders, policymakers, administrators, and experts who shape and implement effective healthcare solutions. To improve global health, it is essential to invest in well-trained professionals who can strengthen healthcare systems, address inequalities, and contribute to public health leadership.

2.1 Global Health Education at KIT

For the past 60 years, KIT Institute has been a hub for mid-career global health professionals, offering a range of specialized courses, from short courses on disease management to the fully accredited Master of Science in Public Health and Health Equity (MPH-HE). These programs equip health professionals with the skills needed to tackle complex healthcare challenges in low- and middle-income countries (LMICs).

As part of KIT's mission for a more inclusive world, health professionals from some of the most fragile health systems are encouraged to apply for the master's program. To ensure that financial constraints do not prevent talented professionals from attending, several institutional funders have provided scholarships over the years. These include:

- The Dutch Government (OKP Nuffic)
- Joint Japan/World Bank Graduate Scholarship Program

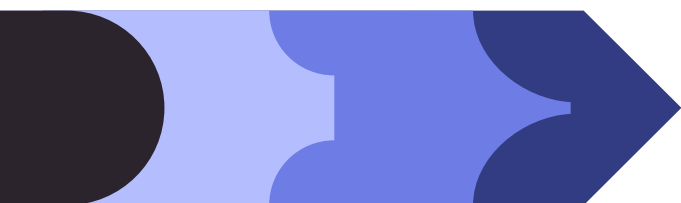
These scholarships have enabled many professionals to attend short courses and the Master's program to continue their mission better equipped to strengthen health systems and improve access to quality healthcare.

In September 2024, the Master's in Public Health (MPH) and Master's in International Health (MIH) merged into a single program: the Master in Public Health & Health Equity, offering multiple tracks tailored to different health challenges worldwide.

2.2 KIT Fund: Advancing Global Health Through Education

In 2013 the KIT Fund was established to support KIT's fundraising efforts to provide access to education for global health professionals. KIT Fund is a separate entity from KIT (steunstichting) with an independent board and has since its establishment raised almost €2 million from foundations, companies and individuals.

¹ <https://www.who.int/activities/encouraging-medical-education-to-bolster-the-global-health-care-workforce,2024>



At the core of its vision, KIT Fund believes that knowledge should be accessible to all, regardless of financial means or geographical location. Access to higher education is unequally distributed worldwide, with individuals from low- and middle-income countries often facing significant barriers. KIT Fund strives to bridge this gap by fostering education, research, and knowledge-sharing initiatives that contribute to a more inclusive, sustainable, and equitable world.

The primary mission of the KIT Fund is to enhance global health and healthcare systems by investing in the education of future leaders in public and international health. Scholarships provided through the Fund allow professionals to acquire the necessary expertise to drive systemic improvements in their home countries, ultimately benefiting entire communities.

KIT Fund is dedicated to supporting healthcare professionals from low- and middle-income countries in pursuing a Master's degree in public health at KIT Institute. By providing scholarships, the fund enables talented professionals to gain the education and skills needed to strengthen health systems in some of the world's most fragile regions.

Beyond scholarships, the KIT Fund aims to expand its efforts to support applied research and knowledge-sharing projects aimed at promoting systemic change in the areas of global health, sustainable economic development, and gender equality. By investing in both education and research, the Fund plays a vital role in empowering individuals and institutions contributing to a more fair and sustainable world.

2.3 Growth and Fundraising Efforts

In 2015 the Fund had secured enough donations to grant 2 partial scholarships. Ever since, the Fund, with investments from KIT and guidance from the Fund's board, has professionalized and a more concerted effort was made to reach potential donors. A growing network of foundations, corporate sponsors, and individual donors has since aligned with the Fund's mission, actively supporting its goals. Several key activities have contributed to the successful expansion of funding efforts:

- Proposal writing for foundations that align with the mission and objectives of the KIT Fund.
- Organize events that bring together scholars and potential donors to show impact of the scholarship program
- Showcasing the scholarship program on website & social media to inspire donor contributions.

Contributing to this increase was the establishment of a formal Fundraising Department at KIT comprising three staff members, who have taken on, amongst other things, the fundraising efforts for the scholarship program. These efforts have resulted in a significant increase in the number of scholarships awarded and have enhanced the diversity of students benefiting from the program.

Since 2013, the fund has grown significantly, increasing scholarship funding from €13,050 per academic year to €555,234 in 2024. As a result, the Fund has been able to award more scholarships than ever (see Annex 1).

2.4 Challenges in Scholarship Funding

Securing financial resources for health professionals from low- and middle-income countries to attend the Master's program remains a significant challenge. While it is precisely these professionals who often work in the most complex and under-resourced health systems, for whom funding opportunities are increasingly limited. Where in 2024, motivated health professionals faced what was hoped would

be a temporary halt to Nuffic's scholarship program, this year it has turned out to be permanent. This is part of a larger package of budget cuts by the current administration. Health professionals in low- and middle-income countries are also facing unrest on the political front, for example the halting of the vital HIV/AIDS program of USAID. To offer a diverse group of motivated health professionals the opportunity to pursue a master's degree at KIT, the urgency to expand the KIT Fund's scholarship program is now greater than ever.

3 Background & Procedures

3.1 Application and Selection Process

Students who have been admitted to the Master of Public Health and Health Equity can apply for a scholarship of the KIT Fund². Applicants must meet the following criteria³:

- The candidate has been granted **unconditional admission** to KIT for the course or program for which the candidate applies for a KIT Fund scholarship.
- The Master program requires students to hold a **bachelor's degree** (or equivalent) in a healthcare-related field and a minimum of three years of relevant work experience.
- The candidate has to be a **national of and residing in a low- or middle-income country** (LMIC) at the time of application.
- The candidate has a **proven commitment** to the public health case (for example, work in remote rural areas or for disadvantaged populations) and clear plans to continue in this field.
- The candidate is **in a position** to introduce and apply the newly acquired skills and knowledge in their work, upon returning to their country.
- The candidate must endorse the objectives and aims of the KIT Fund. The aims of the KIT Fund cannot be achieved if the scholarship holder does not return to his or her home country. Therefore, scholarship holders are expected to **return to their home countries** after their studies to contribute to improving the health situation.

For those applying for a full scholarship, applicants must not be employed by a multinational corporation (e.g. Shell, Unilever, Microsoft); b. a large national and/or a large commercial organization; c. a bilateral donor organization (e.g. USAID, DFID, Danida, Sida, Dutch ministry of Foreign affairs, FinAid, AusAid, ADC, Swiss Aid); d. a multilateral donor organization, (e.g. a UN organization, the World Bank, the IMF, Asian Development Bank, African Development Bank, IADB); e. an international NGO (e.g. Oxfam, Plan, Care).

Scholarships are awarded based on financial need and the candidate's potential to become a changemaker in global health. For this, candidates submit an application consisting of their resume, a motivation letter and an essay on a public health issue. A short list is made by a selection committee of candidates who are invited for an online interview that further explores the candidate's potential and motivation. A final selection is submitted to the KIT Fund Board for approval.

Once selected, full scholarship recipients receive comprehensive logistical support from KIT, including, tuition fee payments, student visa application assistance, insurance arrangements, travel coordination (from and to the country of origin) and accommodation arrangements for the duration of the program.

² <https://www.kit.nl/fund/kit-scholarship-fund/scholarship-opportunities-from-kit-fund/>

³ https://www.kit.nl/wp-content/uploads/2025/02/Rules-and-Regulations-KIT-Fund_version-2025-2026.pdf

Candidates seeking a partial KIT Fund scholarship must provide evidence of additional funding sources (e.g., personal savings, other scholarships, institutional sponsorship), that complement the tuition coverage from KIT Fund, to cover the remaining costs.

Each scholarship covers specific costs outlined in the scholarship agreement, helping recipients focus on their studies and professional growth. This report highlights the impacts of these investments, reinforcing the crucial role of scholarships in strengthening global health systems.

3.2 Awarded Scholarships

Since its establishment, the KIT Fund has awarded scholarships to 67 students from 26 different countries (Annex 1), including:

- 41 full scholarships and 26 partial scholarships.
- 26 scholars pursuing the Master of Public Health (MPH) program, 25 scholars the Master of International Health (MIH) program and 16 current scholars the newly merged Master of Science in Public Health and Health Equity (MPH-HE).
- Scholars are from Asia, South Asia, and Africa.
- Of the 67 scholarship recipients, 42 are female and 25 are male.
- All recipients have professional backgrounds as doctors, nurses, public health workers, social workers and health economists.

Currently the 10th group of students with a scholarship from the KIT Fund is doing the Master at KIT. This impact evaluation is requested by the KIT Fund Board and the 10-year anniversary of KIT Fund calls for a moment of reflection on the scholarship programme to measure the long-term impact and learn from alumni experiences.

4 Objective of this Report

As the KIT Fund has grown, tracking its impact has become even more essential to understand its role in expanding access to education and transforming the lives of scholarship recipients, their careers, and the field of global health. Developed to mark the 10th cycle of scholarships, this report evaluates the program's effectiveness by showcasing the journeys, key achievements, and lasting contributions of KIT Fund alumni within their community. To continuously improve the scholarship program, it is crucial to learn from their experiences.

The primary objective of this evaluation is to produce a comprehensive impact report that assesses the effectiveness of the KIT fund program in achieving its goals. The report aims to:

- Document the key demographics and the experiences of scholarship recipients.
- Assess the program's contributions to capacity building in public health in LMICs.
- Identify key insights and lessons learned.

This primary objective to monitor and assess the effectiveness of the KIT Fund scholarship programme is in line with the norms set by CBF, the external Supervisor for Charities in the Netherlands ⁴.

5 Methodology

This evaluation assesses the impact of the KIT Fund in enhancing access to **knowledge and skills**, the **career advancement** of its graduates, **cultural exchange** and **alumni contribution** to global health. The impact assessment was conducted in two parts:

1) An **online survey** was sent to 51 alumni and 16 current students who received a KIT Fund scholarship with 42 responses received (63% participation rate) (see Annex 2 for Survey Questions).

2) **In-depth interviews** were conducted with 7 volunteer respondents (4 from Asia, 3 from Africa) to explore their experiences and the impact the scholarship program has had (see Annex 3 for Interview Questions).

For the online survey, alumni were contacted using multiple communication channels. They were contacted via email through the KIT database and invited to participate voluntarily. Additionally, outreach was extended through alumni networks, including the KIT alumni Facebook group, KIT alumni WhatsApp group, and LinkedIn posts, to maximize participation.

Disclaimers

- Out of the 42 respondents, one recent graduate currently on maternity leave was unable to complete survey questions that assess professional status post-graduation from KIT, therefore, skipped certain sections. This is reflected in the graphs on the following pages.
- While the 63% response rate may not capture the full picture, the findings still provide valuable insights into the scholarship program's long-term impact.

⁴ Specifically "Norm 4.1.3 The organization monitors the results in relation to its objectives and evaluates to what extent their effects contribute to the main goal" and "Norm 4.1.4 The organization uses the information as outlined in 4.1.3 to adjust the (multi-year) policy plan if necessary."

6 Ten Years On - Exploring the Impact

6.1 Key Demographics of Responders

Over the past decade, KIT Fund has been committed to empowering and building the capacity of changemakers in global health from low- and middle-income countries. Through higher education at the KIT Institute and in collaboration with partner organizations, the Fund has provided tools to enhance their knowledge and skills to talented professionals to pursue a Master's degrees in Public Health and International Health (now Master in Public Health and Health Equity).

The alumni survey provides valuable insights into the profile of the respondents:

- The most representative group of alumni are from the latest cohorts (2019-2024).
- The respondent alumni predominantly identified as female (71%) with 29% male participants (63% of scholarships were granted to women).
- Respondents represented a diverse range of regions, including Africa, South and Southeast Asia, and the Middle East and North Africa (MENA).
- Prior to joining the master, alumni typically had early career (3-5 years) or mid-career (6-15 years) experience in healthcare related fields.
- A majority (64%) of recipients received full scholarships, while 36% were awarded partial scholarships.

The majority of alumni reported that the KIT Fund scholarship was the only available option for advancing their education and career. Specifically:

- 75% of the alumni said that KIT Fund at the time was the only viable option for educational advancement and career growth.
- The remaining 25% are mostly partial scholars who indicated they had access to other forms of financial support, including employer sponsorship, government funding, personal savings, loans, or alternative career opportunities (such as promotions, new job offers, and specialized training programs).

The academic success of the recipients is another noteworthy outcome of the program:

- All but four respondents graduated within the designated academic year.
- Nine out of the 28 alumni respondents who graduated earned their degrees with distinction.
- Among the four who faced delays in completing their degrees, the reasons included personal health issues, family responsibilities, financial challenges, and academic difficulties. Specifically:
 - Two alumni had to pause their studies due to personal reasons e.g., health, family, etc.
 - One faced financial difficulties that hindered their progress.
 - One was unable to meet graduation requirements due to academic challenges.

The survey results also highlight the high satisfaction levels among alumni regarding the scholarship program:

- 100% of respondents found the application process clear, transparent, and easy to navigate.
- All alumni expressed satisfaction with their scholarship experience. Notably, every respondent indicated they would recommend the program to others.

6.2 Upward Mobility: Employment and Career Advancement

The results of the alumni survey illustrate the program’s impact on enhancing career prospects and growing influence. Among the respondents:

- 81.4% of the alumni worked in their home country after graduating from KIT with currently 66.8% of the respondents remained working in their home countries and contribute to improving local health systems (Figure 1).
- Of the respondents that are working internationally, half initially returned home before moving abroad later on, while the other half plan to return to their home countries in the future (Figure 1).

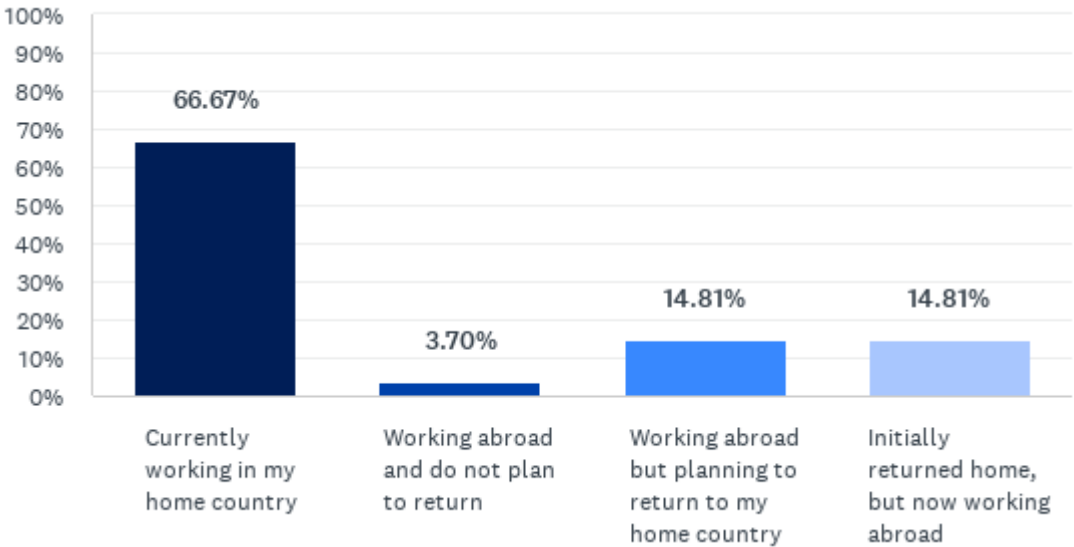


Figure 1- Where KIT Fund alumni currently are working

- 30% returned to their previous jobs immediately after graduation, while 68.4% of those seeking new employment successfully secured a job within six months after completion of the master’s degree (Figure 2).

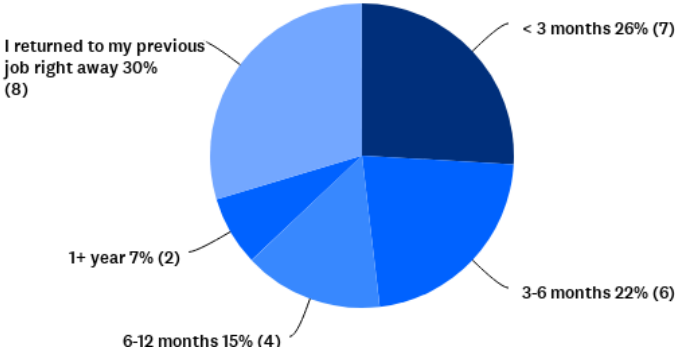


Figure 2 - How long it took for KIT Fund alumni to secure a job after graduating

Additionally, the survey revealed that employment rate of the graduates is high:

- 81.4% of respondents are currently employed
- In addition, 7.4% of them are self-employed, contributing to healthcare innovation and entrepreneurship
- Another 7.4% are pursuing further studies, enrolled in PhD programs or additional master's degrees
- The remaining 3.7% (one respondent) is currently on maternity leave

KIT Fund alumni report significant **career advancement**, with over 90% stating that they actively apply the skills acquired during their Master's program in their current roles. Additionally, 89% have taken on increased leadership and 92% have taken higher coordination responsibilities, while 64% have expanded their engagement in policymaking and teaching since graduating, contributing to capacity building and inspiring a new generation of public health professionals.

A notable shift in **career focus** is also evident, as 21% of alumni report a decrease in clinical work, indicating a **transition** toward strategic, managerial, or policy-driven roles. This trend reflects the growing **influence** of KIT graduates in shaping health policy making and leading systemic improvements in healthcare within their respective countries and organizations.

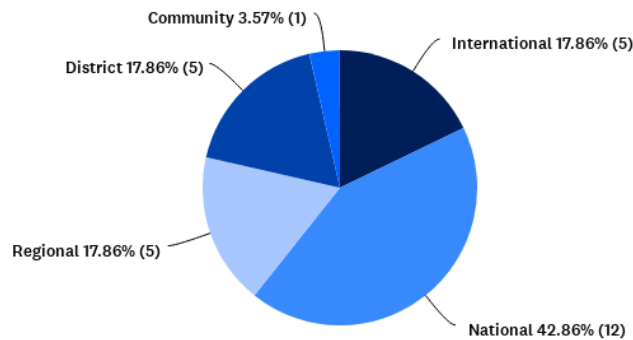


Figure 3 - The scope of alumni professional role before joining KIT

Before enrolling at KIT, alumni held diverse roles across various levels of the healthcare system. As seen in Figure 3, the largest proportion worked at the national level, followed by the regional, district, and community levels. A smaller group (18%) was engaged in international roles. After completing their degrees, 63% of KIT Fund alumni transitioned into international roles, while others advanced to higher positions at the national and regional levels as seen in Figure 4. This shift from community and district-based roles to broader scopes highlights the **professional growth** and **increasing influence** of KIT Fund alumni in global health leadership.

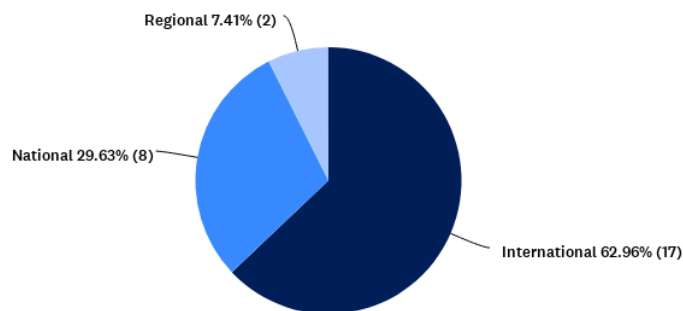


Figure 4 - The scope of alumni professional role after graduating from KIT

An overwhelming 92% of KIT Fund alumni reported that the program significantly expanded their professional networks and opened new career opportunities. Furthermore, 41% of surveyed alumni have published peer-reviewed papers since graduation, demonstrating the program's role in fostering academic contributions and public health advancements to the scientific community. Among those making notable strides in research and advocacy are Alhadi Osman and Daren Paul Katigbak, whose work continues later to drive meaningful change in their respective fields.

Alhadi Osman - Advancing Research in Conflict-Affected Settings

"After graduating from KIT, I published nine research papers, with two more currently in the pipeline. One of my key publications focuses on the HIV response in conflict-affected settings, which has been presented at multiple international conferences."

His research continues to shape policies and interventions not only in Sudan but also in other fragile and conflict-affected regions, contributing to improved healthcare strategies in some of the world's most vulnerable settings.

Alhadi Osman is a 2020-2021 KIT Fund alumnus from Sudan who has made remarkable contributions to global health research since completing his master's degree.

Daren Paul Katigbak - Championing SRHR and Community Advocacy

"I've written around six to seven publications, including four toolkits designed for key populations beyond the Philippines, extending to other countries in East and Southeast Asia. These toolkits have reached 1,000 to 1,200 individuals, including men who have sex with men, transgender individuals, sex workers, people who inject drugs, and people living with HIV. They are now widely used by community-based organizations."

Daren's most recent publication, a toolkit designed to strengthen LGBTQIA+ community advocacy work, offers guidance on proposal writing, securing funding, and navigating advocacy efforts for these disadvantaged communities. Funded by the U.S. Department of State through International Research & Exchanges Board (IREX), this critical resource was published just before the launch of a new administration and continues to serve as a valuable guide for grassroots organizations worldwide.

Daren Paul Katigbak, is a 2016-2017 KIT Fund alumnus from the Philippines specializing in sexual and reproductive health and rights (SRHR) who has leveraged his expertise to develop essential resources for key populations.

These examples exemplify the far-reaching impact of the alumni, not only in advancing individual careers but also in fostering innovative research and advocacy that benefits global health systems.

6.3 Leading by Example: The Ripple Effect of Education

Creating opportunities for professionals from underrepresented backgrounds requires intentional strategies and sustained commitment. It is not just about offering scholarships but about fostering an inclusive environment where individuals feel empowered to contribute meaningfully. Higher education serves as a powerful driver of societal progress, equipping individuals with the skills and knowledge to create lasting change. Beyond personal career growth, it is about unlocking the full potential of participants and fostering a ripple effect that benefits entire communities.

The survey assessed how the alumni have been a catalyst for change in their communities. Among KIT Fund alumni, 96% of the alumni reported that their academic journey has inspired others in their communities to pursue higher education and 32% are currently working in academia.

Catherine, a 2021-2022 KIT Fund alumni from Malawi stated, *"From the moment I was accepted, I had family members and friends applying to schools, including KIT. Although some did not receive scholarship, I actively supported a few with their applications, and I know at least two individuals who have now successfully completed their Master's degrees. KIT Fund was a truly positive experience for me, and I am grateful that it has also inspired others to further their education."*

Similarly, Abdul Mullahzada, a humanitarian professional from Afghanistan with extensive experience at MSF (Médecins Sans Frontières/Doctors Without Borders), reflected on the impact of his education:

"As the eldest in my family, pursuing my master's not only transformed my own career but also inspired those around me. After me, my brother followed in my footsteps and completed his Master's in the Netherlands, and now my sister is preparing to do the same."

And I think the only way we could actually help our society is through education. I've also encouraged others beyond my family. One of whom was a colleague I had met in the field, and I advised to explore KIT as her next step, and she was accepted. Now, a few years later, she has graduated and is working alongside me in the same department."

These stories illustrate how the KIT Fund extends beyond individual recipients, fostering a cycle of opportunities that continues to shape the future of global health leadership.

6.4 Breaking Barriers: Financial Support as a Pathway to Leadership

The responses from alumni for this evaluation show that KIT Fund has played a significant role in the lives of its recipients, providing financial means for the recipient would otherwise not have access to and enabling students to fully dedicate themselves to their academic journey, actively participate in coursework, and maximize learning opportunities without the weight of financial insecurity. 75% of the respondents of the survey said that the KIT Fund was their only viable means to advance their education or career at the time. One alumnus reflected:

"The KIT Fund was the first scholarship I ever received, and it came at a time when I had nothing financially. It covered my tuition, travel, upkeep, and accommodation, allowing me to focus entirely on my studies. I always admired KIT alumni for their problem-solving skills, and now, after attending KIT, I have gained the knowledge and confidence to make my professional work much easier and more inspiring to others. I could never be grateful enough."

For many, financial relief directly translated into academic excellence and professional opportunities as shared by one graduate as:

"Without the burden of financial stress, I was able to fully commit my time to rigorous academic work, professional development, and extracurricular learning. Additionally, it allowed me to access critical learning resources and attend conferences that enriched my knowledge and skills in public health."

Beyond immediate academic benefits, the scholarship has empowered recipients to pursue long-held aspirations and career growth.

"The partial scholarship waived my tuition fees, giving me the motivation to finally pursue my decade-long dream of earning an Master of Public Health. My savings covered my living expenses, and this opportunity allowed me to gain experience with colleagues from diverse backgrounds, broadening my insights and shaping a better version of myself."

By reducing financial barriers, the KIT Fund has not only provided access to education but also ensured that recipients can thrive academically and emerge as leaders in global health.

6.5 Global Learning: Broadening Opportunities and Strengthening Professional Networks

KIT Fund scholarships provided alumni with more than just an internationally accredited diploma, respondents state that it was also a period for personal growth. Many graduates reflected on how their time in the Netherlands allowed them to pause, reflect, and gain clarity on their career trajectories. Described by an alumnus:

"After years of building up my expertise in SRHR with no "breaks" to digest what I have learnt and have clarity on my next steps - not just in strict career terms but more so politically - this academic year helped me carve out time to learn many new things and I finished my studies with a sharp vision for my next steps."

Exposure to a global learning environment broadened opportunities and strengthened professional networks. Alumni shared:

"It widened my scope of opportunities allowing me to think from a more holistic perspective and opening doors to work in an international setting." Another added, "The experience reinforced my drive to implement inclusive, community-based healthcare solutions, ensuring marginalized populations, especially LGBTQIA+ individuals and key affected groups, have equitable access to essential services."

Beyond professional development, many alumni emphasized how living in the Netherlands shaped their worldview. Different alumni also described how exposure to different cultural and academic perspectives encouraged innovative thinking and also sparked new academic and professional interests.

“I could experience the true meaning of work-life balance, freedom, diversity, human rights, and peace, things I couldn’t fully gain in my home country.”

“It offered new cultural perspectives in and outside of academia, helping me to adopt innovative approaches in my work.”

Another added: *“Being in the Netherlands exposed me to systems that work.”*

“I became interested in new themes more than what I was fluent in and acquainted with. I’m interested in reproductive technologies and the emerging markets in Egypt and UAE. Both have limited exposure to the global body of evidence on this intersection.”

For Sandi Tun, 2018-2019 alumni from Myanmar, the time at KIT had a profound impact on both her professional approach and personal beliefs.

“One of the biggest things I gained from KIT was self-awareness, respect to diversity and inclusion, and right-based approach. Although I am a medical doctor, I initially held certain biases influenced by cultural norms especially to sex work. However, through my coursework and a visit to Amsterdam’s red-light district, I gained a deeper understanding of “sex work is a work” and respect to human rights and the importance of ensuring dignity and respect for all individuals. This experience transformed my perspective, and I now actively apply a rights-based approach in my current work as a National Program Officer at the Joint United Nations Program on HIV/AIDS.” She also spoke on the power of cultural exchange at KIT, adding, “I learned a few words from the beautiful language of some of my African friends.”

Over 92% of the participants of the survey said they are still in contact with other KIT alumni, either personally or professionally, demonstrating the lasting and meaningful connections forged through the KIT experience. Ultimately, the scholarship and time in the Netherlands served as a catalyst for both professional advancement and a broader, more globally informed perspective, equipping alumni with the knowledge, networks, and vision to drive meaningful change in their respective fields.

7 Alumni Reflections: The Lasting Impact of the KIT Fund Scholarship

To gain deeper insights into the long-term impact of the KIT Fund, seven alumni participated in follow-up interviews, reflecting on their experiences at KIT and how the Master's program has shaped their professional journeys. These conversations bring to light the profound influence of the scholarship on their career trajectories, personal growth, and ability to drive meaningful change in global health. Their stories serve as powerful examples of how the KIT Fund equips leaders with the knowledge, skills, and networks needed to make a lasting impact in their communities and beyond.

- **Daren Paul, Sexual and Reproductive Health advocate from the Philippines, alumnus of the 2016-2017 MPH program, partial KIT Fund Scholarship**

A nurse and midwife from the Philippines, Daren worked with a national NGO before pursuing his Master in Public Health at KIT. *“The best decision I ever made was applying for the program. Even now, looking back after eight years, it was truly life-changing”* he says.

KIT not only supported his education but also equipped him with the skills, network, and opportunities to create a tangible impact in global health. *“It didn’t just change my career; it changed my life, and I’m always going to be thankful to the ones who donated for the program,”* he adds. After initially struggling to secure funding, Daren finally received both the partial KIT Fund and partial OKP scholarships, a turning point that opened doors to a bright future.



Upon completing his studies, Daren returned to the Philippines, where he worked with UN Women on the Generation Equality program⁵ and held leadership roles in various organizations focused on SRHR, gender equality, and LGBTQIA+ rights. His journey then took him to an NGO in the Netherlands, where he has been advancing gender equality and women’s empowerment, contributing to initiatives with a global reach and impact. He then also became the Vice Chair of the Board of the Global Network of Young People Living with HIV (Y+ Global), a youth-led network based both in South Africa and the Netherlands representing the voices of young people living with and affected by HIV. He is also soon to be the Vice Chair of the Board of Trustees of International Planned Parenthood Federation (IPPF).

Daren attributes much of his professional growth to the comprehensive skills he gained at KIT, particularly in health governance and system strengthening. *“Before KIT, I focused solely on HIV. Afterwards, I expanded my work to include program delivery and policy advocacy on tuberculosis and malaria, primarily focused on SRHR issues”* he shares. With his current work spanning across Southeast Asia, he now works as a public health specialist and program consultant with various NGOs in the field of sexual and reproductive health and rights (SRHR) and gender equality across Southeast Asia.

In addition to his professional achievements, Daren’s connection with his KIT peers remains strong. *“There’s a real sense of community at KIT, and I’m still in touch with many of my classmates,”* he says.

⁵ <https://www.unwomen.org/en/get-involved/generation-equality-initiative>

- **Abdul Mullahzada, a humanitarian professional from Afghanistan, alumnus of the 2016-2017 MIH Program, partial KIT Fund scholarship**

Abdul, a pediatric nurse from Afghanistan, has dedicated his career to humanitarian work, with extensive experience working in the field with Médecins Sans Frontières (MSF). *“I spent over a decade in the field before pursuing my master’s. I had already completed a master’s in hospital management, but I wanted a program that was diverse, of high quality, and widely recognized.”*

His journey to KIT was influenced by colleagues who had studied there and his frequent visits to the Netherlands through his MSF work. He ultimately chose the Master in International Health (MIH), which aligned with his transition from clinical work to managerial and public health roles. *“The program was incredibly diverse. I particularly appreciated the Tropical Medicine diploma (NTC), which bridged clinical and public health aspects, making it highly relevant to my work.”*

The evidence-based approach at KIT’s education transformed how Abdul applied his field experience. *“I learned to structure my thoughts, plan strategically, and translate practical challenges into academic and scientific work.”* While still studying, he secured a consultancy role with WHO, an opportunity he attributes to the quality of education and the skills he gained at KIT.

Since graduating, Abdul’s career has advanced significantly. *“Every year after KIT, I climbed higher, whether in my role or in the scope of my responsibilities. The master’s enabled me to transition to an HQ-level position, where I can create real impact.”* Today, he leads MSF - OCA’s⁶ strategic priorities on quality of care and patient safety, advises on health programs in Yemen, and is a member of MSF’s research committee, contributing to palliative care projects. He is also pursuing a PhD at the Vrije Universiteit Amsterdam, focusing on quality of care in humanitarian settings.

He concludes with a powerful message for donors *“The landscape of humanitarian work and education is changing, but that doesn’t mean we lose hope. Every contribution to KIT, big or small, has the power to change someone’s life. Every moment I’m grateful for the scholarship. Grateful of what I learned.”*

- **Primo Arizi, public health professional from Uganda, alumnus of the 2018-2019 MIH Program, partial KIT Fund scholarship**

With a Bachelor degree in Health Service Management and a Master’s of Public Health from the International Health Sciences University in Uganda, Primo was already implementing community health programs in humanitarian and development settings. However, he wanted to expand his impact regionally and navigate the complexities of multicultural and multinational public health interventions.

A colleague who studied at KIT introduced him to the institute’s academic excellence and global network. Encouraged by this, Primo applied and was fortunate to receive a partial scholarship from the KIT Fund. Reflecting on his experience, he shared: *“The professors were practical and scenario-based, which prepared me for real-world challenges. The KIT management was very supportive throughout my course and stay in the Netherlands.”*



⁶ MSF has six operational entities, which work in an independent but coordinated way. Operational Centres (OC) have been, since around the 2000s, the traditional setup for managing operations. An Operational Centre is a group of entities that provides guidance and support to the operations in the countries where MSF works. These 5 OC’s have their headquarters in Amsterdam (OCA), Barcelona (OCBA), Brussels (OCB), Geneva (OCG) and Paris (OCP). <https://association.amsterdam.msf.org/msf-oca-and-international>

Before KIT, Primo had already founded the Alliance Forum for Development (AFOD), an organization in Uganda and South Sudan that provides HIV and TB care, maternal and child health services, nutrition support, and refugee assistance for those who are displaced to Uganda from South Sudan and Democratic Republic of Congo. After KIT, he applied his global insights to expand AFOD's impact reaching 350,000+ beneficiaries, bridging gaps between communities and healthcare facilities.

His coursework in qualitative research became instrumental in evaluating program effectiveness “As we implement our programs, we have to demonstrate how impactful our interventions are, and we need to document the impact of our work, and this coursework has shown me how to do that”. Now pursuing a PhD in Global Health at the University of Geneva, Primo also contributes to shaping health policies through a technical working group at the Ministry of Health in Uganda influencing decisions at national level.

- Sandi Tun, a medical doctor and public health and management professional from Myanmar, alumnus of the 2018-2019 MPH Program, full KIT Fund Scholarship



Before pursuing her Master's, Sandi had extensive experience working in both public, private and community settings, providing healthcare services to an underserved population. She later transitioned to the NGO sector, where she managed projects focused on HIV and multidrug-resistant tuberculosis services for marginalized populations, an urgent issue in her country.

During her time as a project manager, the executive director of the organization she was working with at the time introduced her to KIT's programs, highlighting the focus on health systems strengthening in low- and middle-income countries. “I really liked the program's emphasis on LMICs and the one-year duration,” she recalls.

Upon completing her master's at KIT, which she describes as “life-changing”, Sandi immediately received an offer from the United Nations Office for Project Services to work on a regional malaria elimination program. “KIT was a steppingstone to my future career,” she says, grateful for the lifelong impact the scholarship had on her life. “I highly recommend the KIT Fund, as well as the entire KIT team”. Her time at KIT also marked her first experience in Europe, a memorable part of her journey, as she embraced both the educational and cultural opportunities.

- **Alhadi Osman, a medical doctor and researcher from Sudan, alumnus of the 2020-2021 MPH Program, partial KIT Fund scholarship**

Alhadi Osman had long envisioned a career in global health. While practicing medicine, he also actively worked with NGOs and government agencies in Sudan, focusing on health system strengthening and private health insurance. Before joining KIT, he worked with GAVI’s Health System Strengthening Unit in Sudan, liaising between the Ministry of Health and international partners.



Seeking to enhance his research skills, Alhadi pursued a master’s at KIT, meanwhile he took part in a systematic review on the link between electrification and health outcomes. *“The master’s was a fantastic experience,”* he shares. *“The epidemiology and statistics course helped me interpret data effectively, and the qualitative research course shaped my entire approach to research.”* His final master’s thesis on GAVI’s health system strengthening in Sudan, supported by thought-provoking discussions with his advisor, sharpened his critical thinking.

After graduating, he deepened his engagement in research, focusing on three key areas: the impact of political changes on Sudan’s health system, vaccine safety and hesitancy in collaboration with Utrecht’s Julius Global Health Center, and provide technical assistance to projects on malaria, TB, HIV with GAVI and the Global Fund. He now serves as a Senior Health Advisor at Save the Children UK, leading advocacy efforts for universal health coverage, primary healthcare, and social participation. Additionally, he has embarked on a Global Healthcare Leadership master’s at the University of Oxford.

Reflecting on the impact of the KIT scholarship, he says, *“It was a great opportunity, an eye-opener that helped me think bigger. The program isn’t just about reputation; it provides practical knowledge and skills that can be applied to real-world challenges.”* Inspired by the achievements of KIT alumni from Sudan, Alhadi remains committed to supporting his country’s progress. *“Much of my research post-graduation has centered on Sudan.”*

- **Catherine Mwalwanda, a medical doctor and public health professional from Malawi, alumnus of the 2021-2022 MIH Program, full KIT Fund scholarship**



Catherine pursued her master’s to build leadership skills in program management: *“I wasn’t sure whether to stay in clinical practice, transition to academia, or become an independent researcher but my expectations were met,”* she shares. *“I learned a lot about program management through different courses, for example, the Human Resources for Health course taught me about people management especially in the health setup”.* She adds, *“At KIT, we had students from over 10 nationalities, and the collaborative, discussion-based teaching style was eye-opening.”* The MIH program’s flexibility to take certain courses outside of KIT also allowed her to study epidemiology coursework at a university in Norway, enriching her learning experience.

Before KIT, Catherine worked as a District Medical Officer in Malawi, managing both clinical and administrative responsibilities. The

challenges of the COVID-19 pandemic motivated her to pursue further studies. *“Resource mobilization and emergency decision-making during COVID-19 made me realize I needed more skills,”* she explains. Returning to Malawi after graduation, she resumed her role as District Medical Officer but soon enough, she secured a position with the World Health Organization’s immunization program at national level. *“Now, I provide technical support to seven districts, impacting thousands of healthcare workers and patients.”*

Catherine credits KIT for equipping her with essential skills in program implementation, epidemiology, people management and data analysis and monitoring. *“I analyze immunization coverage trends and identify at-risk populations using the social determinants of health model I learned at KIT,”* she says. The exposure to diverse perspectives, both in the classroom and through travel across Europe, broadened her outlook on health systems and efficiency.

While she praises the KIT Fund’s comprehensive support, she also highlights the need for greater visibility of the KIT Fund program. *“I only discovered KIT while researching World Bank scholarships, it’s an incredible opportunity that more people should know about.”*

Networking skills gained at KIT proved to be important in her career progression. *“I used LinkedIn strategies taught at KIT to reach out to a WHO contact in Geneva, who helped refine my CV. That CV got me my current job at the WHO.”* Catherine’s journey exemplifies the profound impact of the KIT Fund, not only in advancing careers and strengthening local health systems. *“KIT didn’t just educate me, it changed my entire approach to leadership, planning, and health advocacy.”*

- **Suchitra Mishra, a medical doctor from India, alumna of the 2023-2024 MPH Program, partial KIT Fund scholarship**

With a background in clinical health care, academia, and primary healthcare, she had many questions about systemic challenges. *“Why are certain issues not being addressed? What are the key factors influencing healthcare systems? I realized that to truly understand and solve these problems, I needed deeper insights into health systems and financing.”* Suchitra pursued a Master of Public Health (MPH) with a partial scholarship at KIT. *“It was a long-time dream in progress, and the scholarship made it happen. I am truly grateful for that opportunity.”*



She added, *“The program broadened my perspective. The experts, the shared experiences, and the learning materials helped me gain a much deeper understanding.”* The transition to a new academic environment came with its challenges, but it was also significant. *“The assessment methods were different, but the learning was engaging. Having classmates from diverse backgrounds was the best part, it gave me a global perspective on healthcare.”*

Beyond academia, KIT shaped her communication and advocacy skills. *“I became more analytical in my approach, more structured in my writing, and more conscious of how my work is perceived globally. This has been crucial in my post-KIT journey.”* Since completing her master’s, she went back to India and has been actively involved in consulting, training, and advocacy, focusing on capacity building of infection prevention and antimicrobial stewardship programs in diverse groups of the workforce. *“I’ve trained around 250-300 professionals in the past 6 months, including surgeons,*

critical care physicians, hospital administrators nursing staff, laboratory technicians, respiratory technicians, and housekeeping staff."

Reflecting on the financial challenges, she acknowledges the importance of KIT's scholarship support. *"I was on leave without pay, and while the scholarship covered my tuition, I managed living expenses independently. Housing costs were a significant strain. If KIT had its own student accommodations, especially for partial scholarship recipients, it would greatly ease financial pressure."*

For Suchitra, adaptability has been key. *"Growing up in India and moving between its states exposed me to different cultures, so I was mentally prepared for the transition of coming to the Netherlands. The biggest challenge? Biking on the right side of the road!"* she jokes.

Her journey at KIT has been life-changing, equipping her with the knowledge, confidence, and skills to drive change in public health. *"KIT was the best year of my life. It taught me to think critically, communicate effectively, and advocate for better healthcare systems. That impact will stay with me forever."*

8 Lessons Learned

This section reflects on key insights that emerged throughout the report, aligning with the primary objective of this evaluation, which is to monitor and assess the effectiveness of the KIT Fund scholarship program. These findings provided a deeper understanding of the Fund's impact and highlighted important lessons for future programming.

8.1 KIT Fund Contribution to Capacity Building

The upward trajectory of our alumni's journey, from diverse roles in healthcare to leadership and policymaking positions, demonstrates the power of education to shape the future of healthcare. The skills acquired at KIT, particularly in leadership, management, and capacity building, have positioned them to make significant contributions:

- 60% of our alumni contribute to groundbreaking research with 41% having published peer-reviewed articles after their Masters at KIT
- 64% engage in policy advocacy
- 64% contribute to capacity building through teaching and training

These figures illustrate that the KIT Fund's influence is felt in research labs, boardrooms and healthcare systems worldwide, particularly in the context of marginalized and underfunded health systems. Over the past decade, the Fund has not only provided education but has also equipped its alumni with the skills and knowledge to drive meaningful change on the highest levels and inspire others to do the same.

8.2 Key Insights

While the KIT Fund has successfully supported many scholars in advancing their careers, the program remains mindful of the potential risk of brain drain, a situation in which largely educated and skilled professionals leave their own country or area to live and work in another one where they can earn more money or conditions are better.⁷ This would be an unintended consequence of the scholarship program, resulting in the loss of skilled professionals in the regions that need them most.

This potential risk is the reason KIT Fund includes in its Rules and Regulations⁸ that a scholarship recipient should return to their home country or country of residence after graduating from KIT. This evaluation aimed to give a better insight in light of risk of brain drain, by asking alumni about their career path after graduation.

- We have learned that 81.4% of the alumni worked in their home countries after graduating from KIT with currently 66.8% of the respondents remained working in their home countries.
- In addition, both the survey and the interviews show that those who are not currently in their home countries are still contributing to their local health systems and underrepresented communities with their focus of work and research.
- Alumni in international roles express a strong sense of responsibility toward their home countries, acknowledging they do see their work is a contribution to their and other low- and middle income country health systems.

⁷ <https://dictionary.cambridge.org/dictionary/english/brain-drain>

⁸ https://www.kit.nl/wp-content/uploads/2025/02/Rules-and-Regulations-KIT-Fund_version-2025-2026.pdf

These findings mirror a 2022 study on a German scholarship program for students from the Global South showed 80% of the awardees returned, but those who remained abroad or engaged in circular migration⁹ also had a strong developmental impact through their networks and knowledge exchange¹⁰. Additionally, a 2021 report by the Institute of International Education's Scholar Rescue Fund - a global fellowship program supporting threatened and displaced scholars abroad - found that while only 26% of displaced scholars returned home after finishing their studies, many continued contributing to their countries of origin through research, teaching, and collaboration¹¹.

Together, these insights presented here reinforce the value of continuous investment in education, leadership, and capacity-building. More importantly, they confirm that the KIT Fund is achieving its core objective: to build sustainable public health capacity in LMICs by empowering local professionals with the tools, networks, and knowledge to lead change.

Reflecting on the impact of KIT Fund scholarships, an alum highlights its unique role in supporting professionals from politically restricted or underfunded regions. *"KIT's independent funding allows it to prioritize countries often excluded from traditional scholarship programs, places such as Afghanistan, Yemen, and Palestine. This independence creates opportunities for professionals from the most neglected regions to access quality education and make a difference."*

9 Conclusion

As we close this impact report, we reflect on the remarkable progress and achievements of the KIT Fund over the past decade. Guided by its primary mission, to enhance global health and healthcare systems by investing in the education of future leaders in public and international health, the Fund has made significant strides in empowering the next generation of global health leaders.

Through the collective efforts of our dedicated staff, partners, donors, and, most importantly, our inspiring alumni, the Fund has achieved lasting impact. The stories shared in this report speak to the resilience and vision of our students, who, when given the right tools, are making lasting changes in their communities and beyond. The geographical reach of our program and the contributions made by our alumni both locally and internationally highlight the tangible impact of our work. Many have gone on to shape health policies, improve healthcare delivery, and strengthen systems in some of the most vulnerable and underfunded regions.

By supporting our mission, donors have played an essential role in creating a ripple effect that transforms health systems, improves service delivery, and promotes gender equality. KIT Fund remains strong in its commitment to expand access to education and advance sustainable development in healthcare. However, the challenges ahead are significant. Expanding our reach and securing sustainable funding will be crucial to ensuring that we continue to offer opportunities to the next generation of changemakers.

For more information about KIT Fund, visit our website here: [KIT Fund Website](#)

To support the KIT Fund, please visit [Donate Now](#) or contact us at kitfund@kit.nl.

⁹ According to The International Organization for Migration (IOM) Circular Migration is a form of migration in which people repeatedly move back and forth between two or more countries- https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf

¹⁰ <https://pubmed.ncbi.nlm.nih.gov/36196243/>

¹¹ https://www.scholarrescuefund.org/wp-content/uploads/pdf-articles/srf_report-scholar_rescue_in_the_modern_world.pdf

10 Acknowledgements and About the Author

The 10 years of granting KIT Fund scholarships to talented health professionals from low- and middle-income countries could not have been achieved without the unwavering support of our partners, donors, and staff. We extend our deepest gratitude to our donors, who have been pivotal in making this program a success. We thank the various Board members who have dedicated their time and energy to making the KIT Fund a success. Special thanks to the education team and management of KIT and of course, to our incredible students, thank you for inspiring us with your commitment to improving healthcare in your communities and indicating your motivation to fundraise for scholarships. Your achievements are a testament to the power of education.

About the Author

This report was compiled by **Dr. Asanti Kumssa**, a medical doctor from Ethiopia, and graduate of the KIT Master's in Public Health. Her professional background spans from clinical practice, program evaluation, and the design and implementation of quality improvement initiatives focused on patient safety and sexual and reproductive health across public, private and non-profit sector. As part of her consultancy at KIT, she led the design and execution of this impact evaluation to measure the KIT Fund's long-term impact on its alumni. Dr. Kumssa brings a strong equity lens to health systems work and remains committed to advancing inclusive, evidence-informed public health solutions.

For more information, please contact:

[Email](#)

[LinkedIn](#)

11 Supporting Documents

Annex 1- Overview of Distributed Scholarships

- 2015-2016: Two scholarships provided to students from Kenya and Egypt (2 partial scholarships)
- 2016-2017: Three scholarships provided to students from the Philippines, Nigeria and Afghanistan (3 partial scholarships)
- 2017-2018: Five scholarships provided to students from Burundi, Yemen, Egypt, Zimbabwe and Indonesia. (3 partial scholarships, 2 full scholarships)
- 2018-2019: Three scholarships provided to students from Myanmar, Uganda and Malawi. (2 partial scholarships, 1 full scholarship)
- 2019-2020: Four scholarships provided to students from Malawi, Egypt, Indonesia and India (2 full scholarships, 2 partial scholarships)
- 2020-2021: Eight scholarships provided to students from Myanmar, Kenya, Yemen, Sudan, Zimbabwe, Iran, Indonesia (4 partial scholarships, 4 full scholarships)
- 2021-2022: Nine Scholarships to students from Indonesia, Malawi, Yemen, Nepal, Zimbabwe, Palestine, Pakistan (6 full, 2 partial and one almost full scholarships)
- 2022-2023: Eight Scholarships from Yemen, Ghana, Indonesia, Tanzania, Philippines, Kenya and Nigeria (5 full and 3 partial scholarships)
- 2023-2024: Nine scholarships from Kenya, Egypt, Nepal, Sudan, Malawi, Indonesia, Ethiopia, Zimbabwe and India (8 full and 1 partial scholarships)
- 20-24-2025: Sixteen scholarships from Tunisia, Tanzania, Nigeria, Sri Lanka, India, Uganda, Sudan, Ethiopia, Eritrea, Bangladesh and Pakistan (12 full and 4 partial scholarships)

<i>Calendar year</i>	<i>Fundraising Result</i>	<i>Academic Year</i>	<i>Value awarded scholarships</i>	<i>Partial scholarships</i>	<i>Full scholarships</i>
2013	€ 13.050	-	-	-	-
2014	€ 14.086	2014-2015	-	-	-
2015	€ 38.477	2015-2016	€ 40.650	2	-
2016	€ 14.450	2016-2017	€ 9.000	3	-
2017	€ 95.256	2017-2018	€ 110.323	3	-
2018	€ 65.824	2018-2019	€ 62.160	2	1
2019	€ 125.173	2019-2020	€ 98.336	2	2
2020	€ 172.811	2020-2021	€ 200.608	4	4
2021	€ 290.085	2021-2022	€ 278.840	2	7
2022	€ 268.213	2022-2023	€ 234.220	3	5
2023	€ 341.887	2023-2024	€ 306.136	1	8
2024	€ 555.234	2024-2025	€ 557.540	4	12
Total	€ 1.994.546		€ 1.897.813	26	41

Table 1: Results Fundraising Scholarships

Annex 2- Survey Questionnaire

Thank you for participating in this survey. Your insights will help us assess the impact of the scholarship program of the KIT Fund and improve future funding programs. This survey will take approximately 10 minutes. Your responses will remain confidential.

Section 1: General Information

Year of Graduation: _____

Country of Origin: _____

Gender:

- Male
- Female
- Other
- Prefer not to say

Type of Funding:

- Partial
- Full

Program Attended:

- MIH
- MPH/ICHD

Track (MPH-alumni only):

- HIV and AIDS / Sexual & Reproductive Health & Rights
- Health Systems, Policy & Management

Professional Background before studying at KIT : _____

Years of Work Experience before studying at KIT: _____

Section 2: Academic and Financial Impact

Before receiving the KIT Fund scholarship, did you have other opportunities to advance your education or career?

- Yes, I had other funding options (e.g., employer sponsorship, government funding, personal savings, loans, etc.)
- Yes, I had alternative career advancement opportunities (e.g., promotions, new job offers, training programs, etc.)
- No, the KIT Fund scholarship was my only viable option at the time

Was the application process for the KIT Fund scholarship clear and straightforward?

- Yes
- No - If no, please explain the challenges you faced: _____

In what ways did the KIT Fund scholarship support or impact your academic performance and financial situation? (short answer)

Did you graduate within the academic year?

- Yes
- No

If yes, did you graduate with distinction?

- Yes
- No

If no, please select the reasons why you did not graduate:

- I had to pause my studies due to personal reasons (e.g., health, family, etc.)
- I faced financial challenges that prevented me from continuing my studies
- I struggled academically and was unable to meet graduation requirements
- I chose to pursue a different career path or opportunity instead of completing my studies
- Other (please specify): _____

Section 3: Career and Employment Outcomes

How long did it take you to secure a job after graduation?

- < 3 months
- 3-6 months
- 6-12 months
- 1+ year
- I returned to my previous job

Current employment status:

- Employed
- Unemployed
- Further Studies (PhD, another Master's)
- Self-employed
- Other: _____

Are you using the knowledge and skills you acquired during your Master's in your current job?

- Yes
- No

What was the scope of your professional role before and after graduating from KIT?

Before KIT: International National Regional District Community

After KIT: International National Regional District Community

What is the best description of the type of organization you are currently working at?

- Ministry of Health
- Other Government Ministry (e.g., Education, Finance)
- Bilateral Organization
- United Nations
- Local NGO
- Private Sector
- Academia
- Other: _____

Since completing the MIH/MPH program, has your role changed in the following areas? (Please indicate if it has increased, remained the same, or decreased, or if it is not applicable)

- Leadership
- Coordination
- Policy making
- Research
- Teaching/training
- Clinical work

Where are you currently working?

- Currently working in my home country
- Working abroad and do not plan to return
- Working abroad but planning to return to my home country
- Initially returned home, but now working abroad

Section 4: Exposure, Networking & Growth

Has the KIT program contributed to your ability to grow your professional network or gain new opportunities?

- Yes- If yes, in what ways? (Short answer)
- No

Are you currently still in contact with other KIT alumni?

- Yes
- No

Did you publish peer-review articles after the program?

- Yes
- No

Do you believe your success has influenced others in your community to pursue higher education?

- Yes
- No

Would you recommend this scholarship to others?

- Yes
- No

Final Comments

How have you implemented the acquired knowledge from KIT? If yes, mention any projects, innovations, or interventions. (Short answer)

How has the master's program impacted your ability to improve access to quality healthcare? (Short answer)

In what ways has the scholarship, and being in the Netherlands influenced your prospective or career prospects? (Short answer)

Do you have any suggestions for improving the scholarship program? (Short answer)

Your input is invaluable in shaping future scholarship opportunities and improving global health education. We greatly appreciate your time and insights!

Annex 3- Interview Questionnaire

Thank you for participating in this qualitative study. Your responses will help us assess the impact of the KIT Fund on career development, personal growth, and professional contributions to improving access to quality health care. The interview will take approximately 30 minutes, and it will remain anonymous if you wish to.

Section 1: Introduction, Career Advancement

Please introduce yourself? What were you working on prior to coming to KIT?

How did you get the chance to come to KIT?

What key skills and knowledge did you gain during your Master's program, and how have you applied them in your work? Please provide examples of projects, innovations, or interventions that resulted from your studies that contribute to access to quality healthcare?

Can you share your career journey since graduating from KIT? Where have you worked, and what roles have you held?

Has the KIT scholarship influenced your career progression? If so, how? Please provide at least three examples.

Have you received promotions, new job opportunities, or other advancements due to your master's degree? Please explain.

Have you been involved in policymaking, government advisory roles, or advocacy since completing the program? If yes, in what capacity?

Section 2: Program Experience and Exposure

What expectations did you have before starting the program? Were they met? Why or why not?

Did the learning environment at KIT, Amsterdam, or Europe contribute to your academic, professional, and personal growth? If so, how?

What aspects of the program did you find most valuable? What areas could be improved?

Did the program provide networking opportunities? If yes, how have they influenced your career?

Have you remained engaged with KIT after graduation (e.g., through alumni networks, joint projects..)?

Have you engaged in research, cross-country collaboration, or joint publications as a result of your studies at KIT?

Section 3: Contribution to Home Country and Society

Did you return to your home country after graduation, or do you plan to in the future? Why or why not?

Based on your work, can you estimate the number of people you have served or impacted throughout your roles?

Do you mentor or train others in your field based on what you learned at KIT? If yes, how many people have you trained or mentored? And on what?

Has your education influenced the education or career choices of others in your community? If yes, how?

Section 4: Overall Program Feedback and Recommendations

Did the scholarship help relieve financial stress during your studies? If so, in what ways? Additionally, did it enable you to support family members financially?

What were the biggest challenges you faced during the program? How did you overcome them? What other barriers did you face during your studies (e.g., cultural adjustment, academic workload, language barriers)? How did you navigate them?

In what ways do you feel that the program prepared you to address health inequities in LMICs? Please give examples.

How satisfied are you with the KIT Fund scholarship? Do you have suggestions for its improvements?

Would you recommend this program to future students? Why or why not?

If you summarize the biggest takeaways from your studies at KIT, what would they be?

Do you have any additional comments, observations, or insights about the program and its impact?