

Highlights: SEARCH I and II Participant Survey

Key findings from the two and four year follow-up survey with SEARCH I and II participants included:

- **Participant career changes and advancement:** 75% of survey respondents reported role or position changes since participation in SEARCH. There was an increase in the proportion of manager/project leader/coordinator and director roles at follow-up compared to positions held at the onset of SEARCH participation.
- 83% of respondents reported that **SEARCH had a positive influence on career development.**
- **Organizational loyalty and continuity:** 61% of survey respondents remained with the same organization two and four years post-participation in SEARCH.
- SEARCH participants are comprised of a group of **highly motivated adult learners**. More than half (56%) had requested to participate in the SEARCH program either as part of their existing position or as part of a newly create position within their organization. In addition, almost 50% of respondents reported additional formal education post-SEARCH participation.
- SEARCH participation resulted in **increased personal and professional networks** that continued to be utilized and valued two and four years post-program completion. 89% of survey respondents reporting ongoing use of the SEARCH personal and professional networks.
- SEARCH participants gained **skills related to choosing, using, and creating evidence**, and the majority of survey respondents reported ongoing application of these skills in their current work environment. In addition, over half of respondents (58%) reported increased or substantially increased responsibility for choosing, using, and creating evidence.