

Report on the PD Fellowship Programme: Namibia, 2002

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Purpose of the report

The purpose of this report is to share the experience gained during the hosting of the CLEIAA PD Fellows in Windhoek, Namibia. Since this was the first batch of Fellows, both the group and the host were treading new ground, and mistakes and oversights would be inevitable given that no past experience can be drawn upon. This report will hopefully assist other hosts, donors and perhaps groups, to avoid the pitfalls identified during this exercise. To this end, an attempt has been made to give an objective evaluation of the experience.

Background information on the PD Programme is provided in Annex 1

Acknowledgements

SAIEA wishes to thank the PD Fellows for making this PD programme a success. USAID (notably Dr Walter Knausenberger), IUCN and Tellus Institute are thanked for their support, and the guest lecturers for their committed input and professionalism. CCF provided important technical input and were an excellent “home-from-home” host for the Fellows.

Introduction

Four PD Fellows were hosted by the Southern African Institute for Environmental Assessment (SAIEA) and provided with a “learning by doing” exercise from 20 February-21 March 2002. The Fellows were:

- Dr Agnes Mwakaje (Tanzania)
- Mr David Kinyua (Kenya)
- Ms Emma Kambewa (Malawi)
- Ms Ratidzayi Takawira (Zimbabwe)

A fifth Fellow, Ms Connie Claasens (Namibia) accompanied the group during the field work, but did not participate in the rest of the programme due to her other work commitments at Namibia’s Directorate of Environmental Affairs.

The programme

Originally, the idea with this Pan-African Professional Development Fellowship programme was to place individuals in companies or institutions that were in the process of doing an EA, or engaged in some form of practical EA exercise. Whilst this remains the main option for the PD programme, the Namibia 2002 programme opted to take a team of four Fellows, and give them the task of doing an EA under supervision. None had done an EA before. The project requiring an EA in this case was to be implemented by the Cheetah Conservation Fund (CCF), a local NGO concerned with the conservation of cheetah in their natural habitat. The proposed project intends to partially clear selected portions of commercial farmland that has become severely infested by invader bush species. The infestation is a result of decades of poor range management, and the project is thus aimed at habitat restoration and improving the environment for cheetah. Thus, a comprehensive month-long programme was prepared (table 1), which included the following key elements:

- Local familiarisation
- Logistical arrangements (money, settling in, setting up office, introductions, etc.)
- Provision of background information (on Namibia, conservation, EA, etc.)
- Background lectures (EA, USAID-EA procedures, environmental law, environmental economics, bush encroachment, rangeland management)
- EA preparation
- EA field work
- EA report compilation
- Preparing a PowerPoint presentation (and presenting the EA to stakeholders)
- Charcoal project field trip
- Mining, coastal, fisheries and wetland management field trip

The group was accommodated in the Safari Court Hotel during their stay in Windhoek. A small air-conditioned office-cum meeting room was established at the hotel, where the Fellows worked, interacted and received their formal lectures. A computer and printer, with email and internet connection, a telephone, flip-chart and writing board were installed in the office to enable communication and brainstorming. The objective of this arrangement was to provide a project focal point, to stimulate group work, creativity and to avoid a situation where the Fellows retreated to their own rooms rather than working together as a team.

Table 1. ACTIVITY CALENDAR

Activity	Who	When
Finalise SOW and budget	SAIEA with USAID and CCF	Jan 20
Hotel and airline reservations	SAIEA (hotel), Tallus (airline)	Jan 30
Plan on-site accommodation, catering and transport in and around CCF and Otjiwarongo	CCF	Feb 10
Prepare resource economics and environmental law modules	Michael Humavindu (Resource economist) and Ms Michaela Figueira (Environmental lawyer) to prepare materials & provide a ½-day course each.	Feb 25
Gather & copy literature from DEA, DRFN, DoF, etc. a	SAIEA	Feb 15
Arrival of Walter in WHK and preparatory meeting	USAID, SAIEA, CCF	Feb 17
Collect Fellows from airport	SAIEA	Feb 19
Day 1 : Windhoek tour & familiarization, exchange money, essential purchases, read literature, lecture and discussion on “the fundamentals of EA”	SAIEA and USAID (Walter)	Feb 20
Day 2 Literature review – CCF project • Lecture on bush encroachment and rangeland management in Namibia	Fellows DRFN	Feb 21
Day 3 Lecture on Environmental law in southern Africa (emphasis on Namibia) (morning) Literature review – CCF, NAPCOD, Namibian EA policy and legislation, USAID EA requirements	SAIEA (Michaela Figueira) Fellows with discussion at end of day with SAIEA and USAID	Feb 22
Day 4: Planning meeting (finalise TOR and programme)	SAIEA, USAID, CCF, Fellows	Feb 23
Day 5: Off day		Feb 24
Day 6: Lecture on EA and Economics Literature review – CCF, NAPCOD, Namibian EA policy and legislation, USAID EA requirements	SAIEA -Michael Humavindu & J Barnes Fellows with discussion at end of day with SAIEA and USAID	Feb 25
Day 7: Construct EA contents page and allocate tasks between PD fellows, compile list of stakeholders to be consulted, contact by telephone to make appointments	SAIEA and Fellows	Feb 26
Day 8 : Visit and interview stakeholders in WHK (e.g. Dept. of Forestry, Dept. of Agric., DEA, DRFN.)	SAIEA and Fellows	Feb 27
Day 9: Travel to CCF and familiarize with operation	SAIEA and Fellows	Feb 28
Day 10-15: Work in the field	Fellows, assisted by CCF	March 1 - 5
Day 16: Return to WHK (visit Jumbo Charcoal en route back (Ian Galloway)	SAIEA	March 6
Day 17: Follow-up interviews and writing	Fellows	March 7
Day 18-20: Complete write-up and first draft	Fellows	March 8-11
Day 21: Free (while CCF, USAID, SAIEA read report)		March 12
Day 22: Excursion to Rössing mine and coast	SAIEA and Fellows	March 14
Day 23: Return to Windhoek	SAIEA and Fellows	March 15
Day 24 & 25: Off days (more time to read the report)		March 16-17
Day 26: Report-back seminar (Fellows to stakeholders)	SAIEA, USAID, CCF and Fellows	March 18
Day 27 -29: Final draft completed in light of comments	Fellows	March 19-21
Day 30- Return home		March 22
Compile report “lessons learnt”	SAIEA	March 30

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Funding

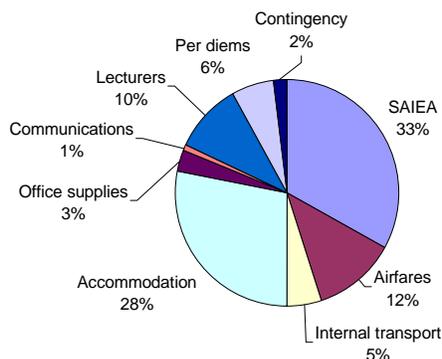
The funding for this Fellowship was generously provided by USAID through the Tellus Foundation in the USA (Table 2). A small component was covered by USAID Namibia to fund the partial participation of a fifth Fellow from Namibia.

Table 2. Budget for Namibia CLEIAA Fellowship programme

Expense item	Cost US\$
Preparatory meetings and development of SOW	900
Hotel bookings for PD Fellows, collect at airport, prepare Namibia Info. Kit, obtain relevant literature and photocopy as appropriate, prepare detailed calendar of activities, general administration and logistical support, financial administration.	1600
Transport (WHK-airport x 5, WHK-CCF-WHK x 3, in-town)	535
Accommodation and meals in Windhoek (4 persons x 22 nights)	5544
Accommodation and meals at CCF (5 persons x 5 nights)	625
Transport within CCF and Otjiwarongo	278
Photocopying	200
Communications costs (incurred by SAIEA for planning and implementation)	200
Office consumables (incurred by SAIEA for planning and implementation)	100
Specialist lecturers (resource economics, environmental law)	2400
Excursion to Rossing mine & the coast (transport cost)	171
Supervision and support, including guiding the EA and reviewing, stop-gapping, etc.	4200
Per diem for original PD fellows	1160
Per diem for 5 th Namibian PD Fellow (as above) in WHK	290
Computer hire	500
Compile report on “PD Fellowship experience – lessons learnt”	900
	19603
Contingency	500
TOTAL	20103
Other costs	
Air tickets – round trip, (4 @ ca. \$ 600 on average)	2400
Visa, airport tax, and related travel expenses @ ca. \$100 x 4	400
GRAND TOTAL	22903

The budget proved sufficient, except that the Fellows had anticipated a more substantial per diem than was originally allocated on the budget, and adjustments had to be made to accommodate this. Thus, when adding the fifth PD Fellow, the cost per person was approximately US\$ 4580 for the month, or US\$ 153 per person per day (not including the additional per diem cost). If one excludes the Namibian, the per capita cost was rather high at US\$ 5653 per person for the month, or US\$188 per person per day. See figure 1 for the ratio of expenses.

Figure 1. Budget allocations per item (aggregated)



Outputs and materials

In addition to receiving a series of lectures mentioned earlier, the Fellows themselves compiled an EA Report entitled “Cheetah Conservation Fund: Habitat Restoration for the Namibian Cheetah – Environmental Impact Assessment- March 2002”. The Fellows received copies of all lectures in hard and electronic form and a CD “photo

album' of images of their trip, together with a variety of brochures, magazines and other materials. The four PD Fellows were all issued with a certificate for "successfully completing the programme". Certificates are important to people who attend courses, and should always be issued, though they should be carefully worded so as not to be construed as implying academic achievement.

Evaluation

At the end of the programme, the Fellows (anonymously) completed a feedback questionnaire, where they could evaluate all the aspects of the programme (see below). The questionnaire was given to the participants early in the programme, but only collected back from them on the last day.

Results of feedback questionnaire

1. Pre-travel arrangements & communication
2. The information pack received upon arrival in Windh.
3. The spirit & level of cooperation amongst the Fellows
4. Accommodation and facilities in Windhoek
5. Accommodation and facilities on field trips in Namibia
6. The programme set up by SAIEA for the PD Fellows
7. The formal presentations by Walter Knausenberger
8. The formal presentations by Peter Tarr
9. The formal presentation by Michaela Figueira
10. The formal presentation by Michael Humavindu
11. The presentation by Bertus Kruger & Nico de Klerk
12. The technical guidance (mentorship) by SAIEA
13. The overall organisation by SAIEA
14. The quality of the experience during this Fellowship

Excellent	Good	Satisfactory	Poor
xxx	x		
x	xxx		
		xxxx	
xxxx			
x	xx	x	
x	xxx		
	xxxx		
	xxxx		
x	xxx		
x	xx	x	
x	xx	x	
	xxxx		
	xxxx		

Which 3 aspects did you enjoy the least?

- None (9 respondents)
- Reaching consensus within the fellows (1 respondent)
- Writing up (1 respondent)
- Field assessments (1 respondent)

Which 3 aspects did you enjoy the most?

- Excursions to Rossing mine and the coast (4 respondents)
- Formal presentations (3 respondents)
- Field Work at CCF (2 respondents)
- Background Lectures (1 respondent)
- NBRI visit (1 respondent)
- Writing up the EIA (1 respondent)

	Exceeded expectations	Met expectations	Did not meet	Unsure
Did this PD Fellowship meet your expectations?		xxx ½		½

How can we improve future PD Fellowship programmes?

- Choose the Team Leader before the programme starts
- Extend the duration of the programme
- Include more formal lectures (especially on EIA)
- Include more visits to other institutions (e.g. NBRI)
- Include "old Fellows" as trainers for new groups
- Diversify the programme (i.e. not just one EA case study)
- Have more than one group at the same time
- Schedule orientation field trip earlier in the programme
- Provide better "country introduction"

Discussion

Comfort and safety

From the feedback received, this group feels that they were well cared for in terms of accommodation, catering, transport and other facilities. The availability of 24 hour internet access enabled the Fellows to stay in touch with their offices and to access news and other information. This is important when one is away from home base for an extended period. However, SAIEA neglected to anticipate complications regarding medical and accident insurance. Fortunately, no problems were experienced, but the fact that no provision was made, was a serious oversight. This needs to be factored into the planning for future groups.

Group dynamics

Unlike a conventional course, the participants during this programme were expected to participate actively, rather than passively absorbing information from lecturers. The occasional inter-personal tensions within the group were expected and inevitable, but this is normal in any working situation, and is often encountered in an EA team. It was perhaps exacerbated by the fact that the group had to produce a product in a relatively short time and was therefore working under pressure. Add to this the fact that none had done an EA before, and they were anxious to do a good job. Working hours frequently extended well into the night and relations were tested as a result. Nevertheless, the group rated the level of cooperation as satisfactory. Whilst this is a good achievement under the circumstances, it received the lowest rating of all aspects of the programme by the Fellows themselves.

Another aspect of this issue, is that the programme was as much about “fellowship” as training. It is important for Africans to develop a critical mass of EA champions and to improve the dialogue between countries. This has been the key to success in other parts of the world (e.g. Europe and Scandinavia), where professionals interact freely and regularly with each other on issues of common interest. The individuals in this group know each other well now and the chances are good that they will maintain contact with each other in the future and interact on a professional level. This is important in the broader objective of creating linkages and a network.

Moreover, the group evaluation recommends that more than one group (perhaps as many as three groups of 4 people) are hosted simultaneously, each working on a different case study, but interacting with each other at strategic intervals, providing presentations to each other on their case studies, and perhaps attending the introductory lectures as one group at the start. This will widen the network considerably, broaden the experience and probably result in a significantly better return on investment. This is because the costs of hiring resource persons and undertaking the course administration decreases per capita and improve the chances of securing better hotel and other rates.

Placing a single Fellow in an institution to “learn-by-doing” as part of an already experienced team is probably a very different experience, with different problems and rewards. In this case, the host institution must be very committed to the programme so that the Fellow does not end up doing menial work. Moreover, it is likely that a professional team will be reluctant to give an inexperienced, unknown person, relatively high responsibility, given that they are probably completing a task for a

client that does not wish quality to be compromised. It will be interesting to see how experiences with these “single secondments” turn out.

Quality of experience and broadening of knowledge

The Fellows seemed satisfied with the variety of activities and experiences offered, with the excursions particularly popular. It is evident from the feedback, that more field trips, excursions (similar to the one undertaken to the National Botanical Research Institute - NBRI) and outdoor experiences would be appreciated, as would be more lectures. Delegates seem to like the combination of lectures and receiving lecture materials and literature, with field trips and actually doing an exercise. The resource economics, environmental law and rangeland management “mini-seminars” each lasted a half day, and there seems to be scope for expanding and diversifying this more. The lectures on EA were perhaps a bit superficial, and short. Similarly, the practical demonstration of how to construct and deliver a PowerPoint presentation was very brief. This subject could easily form the basis of a half day seminar, as could issues such as using matrices in EA, assessing impact significance, etc.

It is evident from the feedback that doing the EA, whilst important for skills development, was understandably the most challenging aspect of the programme. It required high-level thinking and analysis, establishing the group dynamics, dividing labour within the group, planning, writing and meeting the deadline. The two key recommendations from the group in this regard is choosing the team leader beforehand so as not to waste time and energy, and to provide more time for the task to be completed.

The key skills acquired by the group during the programme were as follows:

- Research planning
- Applying basic research methodology in a field situation
- Data collection and stakeholder consultation
- Working within a multi-disciplinary group
- Planning, writing and editing a report
- Constructing a PowerPoint presentation

Whilst it is assumed that the experience the Fellows gained was valuable to them and that they will use these new (or enhanced) skills in their future work, the actual competencies were only tested to a moderate extent. The main output (the EA report) is still being reviewed by USAID and the Namibian Government, but it compares well to local standards. The fellows will present their paper at the 2002 IAIA conference in the Hague, where peer response will be tested.

A key issue in the acquisition of skills in a programme such as this, is giving the Fellows a real, rather than hypothetical case study. If they know that the EA is part of a donor or national requirement, that it will be officially reviewed, and that they can add its completion to their CV as a task done, they will take it more seriously. There is no doubt that this group of Fellows was very committed to this task, and that they gave fully of themselves in its completion. Moreover, the chance of presenting a paper at IAIA was additional motivation. It is recommended that these process and product dimensions be retained and perhaps improved upon in future programmes.

Budget and value for money

As noted earlier, the cost of approximately US\$6000 per person for a month's experience is rather high. However, the costs of conducting the EA which the Fellows produced, would probably be in the region of US\$5000 using local consultants at current prices. Furthermore, the costs of a four-week EIA course in Europe, Scandinavia and Australia are also in the vicinity of US\$ 5000 per person, although those in South Africa are much cheaper. By spending the funds in Africa rather than Europe and the USA, the donor has adhered to a sound principle and made a good local contribution.

The benefits, on the other hand, are significant though not always easy to measure. They include:

- Heightened awareness and enhanced EA skills amongst four African professionals. This is extremely important, and the target should be 50 people a year at least!
- An opportunity for fellowship and networking.
- An opportunity for SAIEA to host the Fellows and develop its capacity to provide "learning-by-doing" experiences. This is important for SAIEA, which is a new institution that is eager to show its worth within the region and internationally. The fact that a third of the budget was allocated to SAIEA for services rendered, has assisted the organisation in the short term. In the longer term, SAIEA will maintain contact with the Fellows and include them in its network, possibly as trainers for other PD Programmes. This is all part of the capacity building process.
- An opportunity for CLEIAA to extend its influence, and for CLEIAA, SAIEA and IUCN to show how a Continental programme, a sub-regional node and an international NGO can collaborate with an important donor, to provide this opportunity to Africans.
- An opportunity for SAIEA to develop training resource materials that can be used again in future programmes. The costs of developing these materials were borne by this programme, but their future use will cost considerably less, which means that this investment is longer term.
- An opportunity for SAIEA and USAID to collaborate at a technical level, and to develop closer ties. This will hopefully result in a long term, mutually-beneficial relationship. If it does, it will assist local NGO's such as SAIEA to provide the kind of support that is required to assist countries in the region to achieve sustainable development. This facilitates South-South cooperation.

Conclusion.

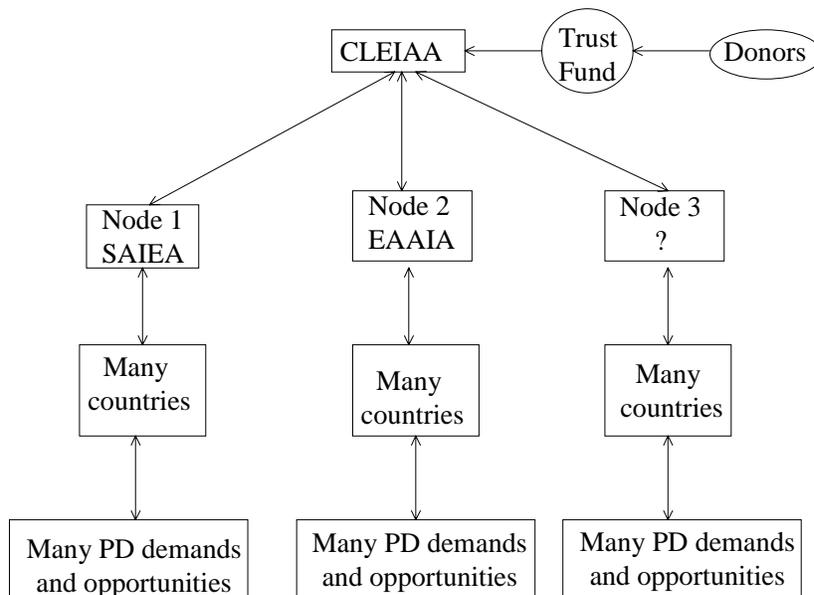
Whilst there is much room for improvement, SAIEA is very encouraged by the 2002 PD programme and is prepared to host Fellows on an annual basis (or even more frequently) in the future. SAIEA is also prepared to host more than one group at a time, and to identify suitable case studies that provide a "real" EA exercise. However, it is proposed that more hosts be identified and that the programme be expanded considerably in the future, so that it achieves the kind of critical mass that Africa needs.

The PD programme should be coordinated by CLEIAA, whose existence is based on the 1995 AMCEN declaration and the desire amongst African decision-makers to improve the management of the continent's environment, in this case through the

better and more efficient application of Environmental Assessment as a sustainable development-planning tool.

CLEIAA is supported by a number of sub-regional nodes, who have established a “constituency” within their region and who have built up an extensive “counterpart network” of EA practitioners, academic institutions, government officials, NGO’s, etc. These sub-regional nodes will have a variety of ongoing activities and programmes, mostly centred on EA and sustainable development, and some relating to capacity building in the broader sense. They might also have direct contact with donors and an established mechanism for communicating with partners in their area (see diagram).

Schematic representation of the structure for the PD programme



The ideal scenario with respect to the PD programme, is firstly that it be a major component of CLEIAA’s agenda. CLEIAA should network with a number of donors and address them on its vision for EA capacity building in Africa and its modus operandi in collaborating with the sub-regional nodes. CLEIAA should create a central PD fund (possibly an offshore Trust Fund), where the contributions of donors, the private sector, philanthropists and hopefully African governments, can be invested. The interest should be used every year to fund the PD programme, thus providing a mechanism for sustainability.

Every year, CLEIAA should organise a Pan-African EA conference, where regions and countries exchange information, views and ideas, and where networking is facilitated. On the agenda, should be the allocation of resources and opportunities for PD placement. Prior to the conference, sub-regional nodes should have advertised for PD Fellows and canvassed PD Hosts. Thus, the process of bidding for the funds should be on the basis of interest, opportunities, and past performance. This does not

mean that the strongest gets all, but at the same time, those regions showing the greatest interest and proven competence, should be rewarded with more resources.

Periodically, an independent organisation (e.g. IAIA) should review the programme and evaluate its effectiveness and efficiency. Some resources can be set aside for assisting the weaker sub-regional nodes to improve their performance and capacity, so that by some target date, the PD programme is operating more or less equally well throughout the continent.

Each year, CLEIAA should provide an annual report on the “State of EA in Africa”, and present this to the annual “African Union” conference (or AMCEN). Similarly, this information can be presented at annual IAIA meetings and the report distributed to all African countries and made available on CLEIAA’s website.

What one wants after a few years, is for prospective PD Fellows to be anticipating the opportunities announcements to be made, for regular hosts to be planning ahead for absorbing PD Fellows, for donors to set aside an annual amount for the “PD Pot”, for African decision-makers to look forward to the CLEIAA report and of course, for the Fellows to thrive on the opportunities that they are offered.

It is hoped that this report provides an adequate reflection of the 2002 PD Programme in Namibia, and that the experience gained can assist others in the future.



Dr Peter Tarr
Executive Director
Southern African Institute for Environmental Assessment

Board of Directors: Dr Alex Weaver (South Africa - Chair), Dr Raphael Mwalyosi (Tanzania - Vice Chair), Mr Jules Scholten (IAIA), Mr Mushimbei Muliya (Zambia), Mr Ralf Kabwaza (Malawi), Mr Jerry Lengoasa (South Africa), Dr Yemi Katerere (IUCN – Harare), Ms Nthabiseng Majara (SADC-ELMS), Ms Felicidade Munguambe (Moçambique), Mr Wynand Fourie (South Africa).

ANNEX 1

Strengthening EIA Professional Capacity in Africa CLEIAA Professional Development Fellowship Program Launched

January 16, 2002

Capacity Development and Linkages for Environmental Impact Assessment in Africa (CLEIAA) announces the official launch of the 2001–2002 CLEIAA Professional Development (PD) Fellowship program. The Fellowship covers travel, lodging, meals, and other associated expenses for a period of 3 to 6 months while the Fellows are participating on a professional EIA team or engaged in applied training. The primary objective of the Fellowship program is to build African professional capacity in EIA through learning by doing, and to strengthen professional EIA networks.

Towards these ends, eight CLEIAA Fellows are being placed this year. Fellows are expected to gain practical EIA experience in specialized fields of their own choosing, such as road construction, water supply development, healthcare, irrigation, protected area and wetlands development, use of coastal resources, etc. The experience is also intended to link awardees with established EIA professionals in their region, ideally through their regional or local EIA professional associations.

The 2001–2002 program is a pilot effort with primary funding from USAID. CLEIAA hopes to secure multi-year funding for the program, and a permanent institutional home.

Program management

The PD program was initiated by USAID's Environmental Capacity Building Program. In November 2001, CLEIAA assumed the lead role for the Fellowship Program. In administering and further developing the program, CLEIAA is collaborating closely with the Southern African Institute for Environmental Assessment (SAIEA) and the Eastern Africa Association of Impact Assessment (EAAIA). Administrative support is provided by Tellus Institute of Boston under funding from USAID.

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Application Criteria and Selection Process

The pilot program focuses on individuals with strong academic qualifications, relevant work experience and current employment in areas related to EIA, but who lack practical hands-on experience. Application was open to professionals working in government, NGO/PVOs, universities and local consulting firms. Applicants were requested to submit a curriculum vita, a brief proposal, and letters of reference. The volume and quality of the responses to the program announcement were impressive. Over 60 applications or inquiries were received from candidates representing 16 countries.

In keeping with the program's objectives, the selection criteria were weighted to strongly favor those likely to benefit most from a PD opportunity — a choice that tended to favor more junior individuals. The candidate's ability to access and be accessible to existing networks of EIA professionals and institutions was also weighted heavily on the grounds that individuals would be more likely to flourish in this context and that strengthening existing network nodes would best benefit the network as a whole. Academic qualifications, work experience, the quality of written proposals, and several other elements were also important factors.

Initial screening of applicants was performed by Tellus Institute on the basis of criteria developed jointly by the collaborating organizations. Peter Acquah of CLEIAA, Raphael Mwalyosi of the University of Dar es Salaam's Institute of Resource Assessment, Abdulrahman Issa of EAAIA, Peter Tarr of SAIEA, and Walter Knausenberger (USAID's Senior Regional Environmental Officer for East and Southern Africa), performed the final

evaluation. USAID's resources permitted only eight candidates to be funded. On the basis of the prescreening, we judge at least another 12 applicants deserving of awards.

Placement

SAIEA is helping oversee and provide a degree of mentoring for an EA exercise in Namibia that will engage four of the current Fellows. EAAIA is also playing a significant role in supporting networking among EIA professionals in East and Southern Africa. They are providing financial support for four of the eight fellowships (again with USAID funds). CLEIAA is currently seeking other appropriate placement opportunities including: participation on an EIA Team as full Team member, substantive mentoring by an experienced EIA professional throughout the Fellowship, and/or possible short-term training. An effort is being made to tailor each Fellow's program to make their experience as valuable as possible. Host organizations will be asked to submit a brief written evaluation of the Fellow and the host experience to the Fellowship program at the conclusion of the engagement.

Potential for a Continuing Program

The response to the pilot program announcement suggests that an on-going and well-focused program to build EIA capacity in Africa and strengthen the EIA professional network has great potential. Most of the 40+ candidates who submitted complete applications before the deadline have a keen awareness of the need for greater EIA capacity in their home countries and the African region. Many more than the eight currently funded with USAID monies are deserving of a PD opportunity. From the pattern of responses, CLEIAA believes an even stronger set of candidates would have applied if the application period had been longer (e.g., 12-18 weeks instead of 6 weeks), and had their been more comprehensive distribution of the announcement.

Next Steps and Needs

Place All Fellows with Appropriate Host Institutions

Tailoring and optimizing the awardees' programs of Professional Development, which includes identifying hosting institutions committed to providing the quality mentoring experience sought by the program, is a significant challenge.

Establish a permanent PD program based at an African institution

To have a meaningful impact, a PD type program should be permanent and of much greater scope. CLEIAA, SAIEA and EAIAA are already important partners and have made and will make unique contributions. We hope to develop this program further and will need and very much welcome additional partners.

Secure funding for other deserving applicants

The pilot program has in hand a prescreened group of highly qualified Africans, each with detailed application packets, who are interested in actively pursuing professional development in EIA, are already positioned to contribute to the field, and who would benefit significantly from such an opportunity. Moreover, a basic system for identifying and screening applicants and for attending to placement logistics is already in place. The opportunity exists for EIA capacity and EIA networks in Africa to make great strides forward, lacking only sufficient funding.

Evaluate Performance of the Pilot Program

Performance evaluation is needed to ensure continuous program improvement. Host institutions and Fellows will both provide evaluations of the value and quality of the placement/hosting experience and the performance of the Fellow.

Web accessible clearinghouse or database/listserv of qualified African EIA specialists

A larger pool of qualified professionals exists than opportunities can be provided for, even under a much expanded PD program. Many individuals are already sufficiently qualified to serve on an EIA team. As a complement to the PD program, it is our hope that an institutional partner will support development and maintenance of a web accessible database or listserv of possibly pre-screened EIA specialists that could be used to match qualified individuals with opportunities/needs. CLEIAA, SAEIA, or EAAIA might serve as host, with sufficient funding.

Whom to Contact

For more information on the status of PD Fellowship Program, the selection criteria, and background on the top 20 applicants, contact Steve Bickel at Tellus. His e-mail address is sbickel@tellus.org.