

# Review of the EIA Professional Development Pilot Programme

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## **Overview**

The EIA Professional Development Pilot Programme was developed and implemented by USAID, CLEIAA, EAAIA (supported by IUCN/EARO), and SAIEA, with funding from USAID and administrative support from Tellus Institute. The goal of the programme was to increase EIA capacity and strengthen environmental professional networks in Africa. Over 50 professionals from 16 different countries applied to the programme, of whom eight were selected as Fellows. Fellows attended both regional and international meetings sponsored by EIA professional organisations and were placed with a variety of public and private sector host institutions to develop practical experience in environmental assessment. The Fellowship programme funded all of these activities as well as providing a small stipend. Overall, hosts and Fellows have been very positive in their evaluations of the programme. The professional advancement in EIA of several Fellows has accelerated since completing the programme. One has been awarded a doctoral fellowship to study in the Netherlands, a second has been hired by USAID as an EIA specialist, and a third was selected and funded to participate in SIDA's highly competitive EIA course in Sweden.

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## **Origins and resources**

The EIA Professional Development Programme was developed under USAID's Environmental Capacity Building IV programme (ENCAP IV) with assistance from CLEIAA, SAIEA and EAIAA as *Professional Development (PD) Opportunities for Africans in the Practice of Environmental Impact Assessment*. The programme was officially adopted by CLEIAA at a meeting held November 5-10, 2001, in Nairobi. Approximately \$80,000 in funding for the pilot programme was also provided by USAID through ENCAP IV and a capacity building grant to EAIAA.

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## **Programme management and participating institutions**

CLEIAA, SAIEA, and EAAIA (supported by IUCN/EARO) collaborated in management and implementation of the pilot programme, with administrative support from Tellus Institute of Boston under funding from USAID. EAIAA/IUCN handled travel logistics. SAIEA oversaw the Cheetah Conservation Fund EA and provided a structured mentoring programme. Tellus co-ordinated applications and pre-screening and served as fiscal agent for four Fellows.

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## **Applicant solicitation**

During an open application period of just over one month, the pilot PD programme received over 60 applications and inquiries from citizens of 16 different countries. Forty-four complete applications were received by the application deadline and an additional three subsequent to the deadline. Overall, applicants were very qualified and applications well composed.

A Selection Committee comprised of representatives of CLEIAA, EAAIA, SAIEA, and USAID chose eight PD Fellows from a pool of approximately 20 finalists. Finalists were selected by

Tellus Institute in an initial screening using criteria jointly developed by collaborating organisations. On the basis of the pre-screening, at least another 12 applicants were deserving of awards, but funding was not available.

Fellows came from five countries: Tanzania (2), Kenya (2), Zimbabwe (2), Malawi (1), and Mozambique (1). By chance, the group of Fellows was half women and half men (although many fewer women candidates applied, their applications were, in general, stronger).

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## **Placement offers**

To identify placement opportunities, the pilot programme issued personal and e-mail solicitations to over 360 individuals. Fellows were also encouraged to identify placement opportunities on their own. Ten host organisations responded to our solicitation and offered 14 placement opportunities. One Fellow secured his own placement opportunity. Host organisations covered a broad spectrum of organisations from small and large consulting companies and public institutions, including organisations such as CSIR (Environmentek Integration Unit), WSP Wamsley and the Environmental Council of Zambia (see the end of this annex for a complete list of organisations and descriptions). The institutions were based in six African countries (South Africa, Zambia, Zimbabwe, Namibia, Kenya and Tanzania) and work in at least twice that number; one Canadian offer was also received.

## **Fellows placement and networking activities**

### ***I. Placements***

- *CSIR (Environmentek Integration Unit (RSA)).* One Fellow has been offered a placement with a team reviewing the trans-Kalahari highway project in Botswana and/or an assessment of the cumulative impacts of parks that span the Mozambique/RSA frontier.
- *SAIEA and the Cheetah Conservation Fund (Namibia).* Four Fellows completed an Environmental Assessment of the Cheetah Conservation Fund partial de-bushing project (Namibia). SAIEA oversaw the EA and provided a structured mentoring programme. The team of Fellows has completed the final EA report “Cheetah Conservation Fund: Habitat Restoration for the Namibian Cheetah.”<sup>1</sup>
- *Land O’Lakes (Uganda) and EAAIA (Kenya).* One Fellow prepared an Initial Environmental Evaluation for Land O’Lakes (Uganda) and is providing support to EAAIA (Kenya).
- *Centre for Environment and Development (CEAD), University of Natal, Peitermaritzburg (RSA).* The Fellow is engaged in a broad 6-month programme of training, teaching, research, and EIA. EIA experience is via Nature & Development Group of Africa (NDG-Africa) and includes work on EIA for the Meretown Infill Housing Development. At CEAD the Fellow is conducting case study development, providing organisational support for Land Information Management research and field work; offering teaching and research assistance for Geomatics, GIS and other course modules; and receiving training in Protected Areas Management.
- One Fellow withdrew from the programme in order to meet the demands of a new job in EIA.

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<sup>1</sup> For a detailed account of this placement see Kinyua, Mwakaji, Takawira, and Kambewa (2002) “Professional Development in Environmental Impact Assessment in Africa: Experience of CLEIAA Fellows in Namibia”, Proceedings of IAIA 2002.

## **II. Networking activities and linkages**

Fellows in the pilot PD programme engaged in a variety of networking activities and linkages.

- *EAAIA Launch Meeting (Nairobi, December 2001).*  
All Fellows participated in the EAAIA launch meeting where they met one another and EIA practitioners from countries throughout sub-Saharan Africa.
- *IAIA Annual Conference (The Hague, June 2002).*  
Six of the seven remaining Fellows attended the IAIA annual conference, and four presented a paper on their Fellowship-supported work in Namibia.
- *Linkage to Nodal Institutions.*  
In the course of carrying out their Fellowships, Fellows have worked directly with nodal institutions, such as SAIEA and EAAIA, in co-ordinating logistics and placement activities—interactions which help establish relationships between Fellows and the nodal institutions.
- *Three-Year Membership in IAIA.*  
The Fellows have received a three-year membership in IAIA and subscription to the IAIA journal to help sustain links with the international professional EIA community.

Participation in these meetings enables Fellows to build professional relationships both with peers, such as the other PD Fellows, and with more senior EIA professionals throughout the world, Africa, their nodal region and often their home country.

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## **Degree of success (Fellow and host responses)**

Host and Fellow final evaluation reports have been received for those Fellowships that are completed.

While acknowledging that there was room for improvement, SAIEA was 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.

Centre for Environment and Development (CEAD), University of Natal was pleased to have one of the fellows attached to the centre and worked as a member of the staff during. The Director of the Centre acknowledges that fact the fellow made a fine contribution to the centre during his attachment. The centre looks forward to further collaboration in future.