

## Bursary and Internship Report for 2019

### Report 1

February 2019

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#### Background

Two reports on the Bursary and Internship programme of the Namibian Chamber of Environment (NCE) are produced per year: Report 1, at the beginning of the academic year, provides information on the students who have been awarded bursaries, their fields of study, universities selected and other relevant information; and Report 2, at the end of the academic year, reports on how the students have performed in the year, in both their academic studies and internships.

The NCE Bursary and Internship programme was initiated in the last quarter of 2017 for implementation in the 2018 academic year. The programme provides support to carefully selected students in the broad fields of environment and sustainable development. In addition to the more conventional fields of conservation biology, biodiversity, wildlife, forestry, agriculture, water and fisheries, the programme also supports students in the fields of environmental engineering, environmental law, and social, financial, economic and business studies linked to natural resources, environment and sustainable development.

The Bursary programme is advertised in October each year, in national newspapers, on the NCE website and Facebook page, and notices are pinned up at the universities. The closing date is mid-November. Applicants submit a completed application form (downloaded from the NCE website), a covering letter, a transcript of their university results to date, a letter of acceptance (or provisional acceptance) from their intended tertiary institution of study, proof of Namibian citizenship (e.g. their ID) and any other supporting documentation. Information on each applicant is entered onto a spreadsheet. Applicants are assessed and scored on the following criteria: Namibian citizen, appropriate field of study, academic achievements to date, evidence of commitment and passion for the sector, financial need, leadership potential and longer-term goals and plans.

Top rated candidates are placed on a short-list. A meeting / interview is held with each short-listed candidate to *inter alia* clarify and confirm the information they provided in their application, get a more complete understanding of their financial needs, discuss their study objectives, choice of university, projects (and where appropriate, discuss internships and mentoring), their longer-term ambitions, and to work through their budget. Based on these meetings, the final list of successful applicants is prepared, budgets confirmed and offers made.

An agreement is prepared, personalised to each successful applicant, and the conditions of the agreement are explained and discussed prior to signing. Academic fees are paid directly to each institution, referencing the student’s name and university number. The student is provided with a letter of commitment for the bursary and proof of payment of their academic fees, which they produce at registration at the start of the academic year. Payment for accommodation, transport and other areas of support are made in tranches through the academic year to the students’ personal bank accounts. Students are obliged to report back on their academic progress throughout the year, to notify the NCE if they receive additional bursary support from other sources and to inform us immediately if anything should arise (including personal issues) that may impact on the successful completion of their studies.

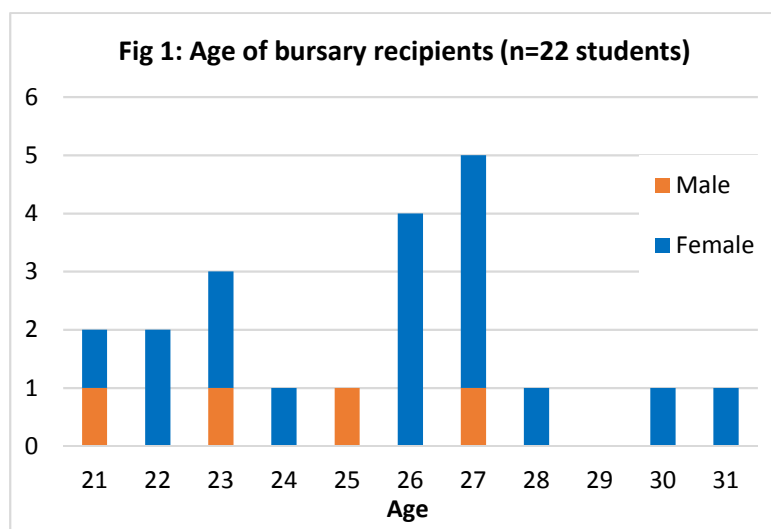
### Funds available for 2019

For the 2018 academic year, the NCE allocated an amount of N\$250,000 for bursaries and received a grant from the Woodtiger Foundation in the USA for an amount of N\$348,432. In addition, the NCE spent about N\$90,000 on internship support. Some 45 students applied for bursaries, and the Fund was able to support 13 students with bursaries and nine students with internships.

For the 2019 academic year, the demand for bursaries more than doubled to 108 applications. This is partly because the NCE Bursary Fund has become better known, but also because of the dysfunctional nature of the Namibia Students Financial Assistance Fund (NSFAF) and the ongoing deterioration of the Namibian economy. As a result, the NCE Executive Committee approved an increased allocation to the Bursary Fund of N\$500,000. The Woodtiger Foundation again provided a grant to the Fund, the same amount in US\$ as in 2018 (US\$28,560) but amounting to N\$388,586 because of the change in the exchange rate. The NCE again budgeted to support student internships. The selection of interns is completed later in the year, in consultation with university supervisors and partner organisations.

### Successful applicants for 2019

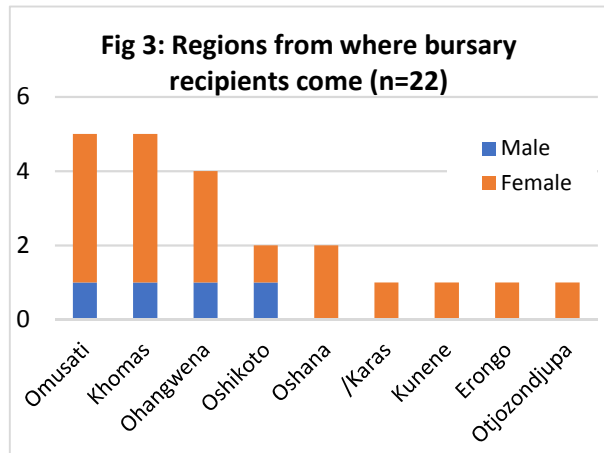
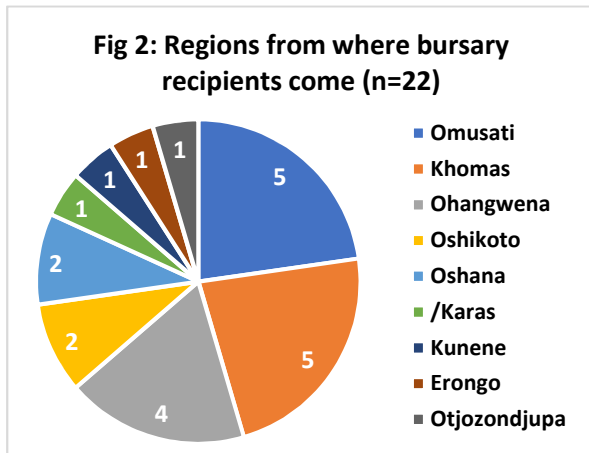
In total 22 students were granted bursaries by the NCE Bursary Fund for the 2019 academic year (Annex 1), eighteen women and four men. Men comprised only 36% of all applicants and 18% of successful applicants. This was not by design – the women were on average stronger candidates in the context of our assessment criteria. The mean age of the bursary recipients is 25.6 years



(range 21-31), with women recipients being slightly older on average than men (26 and 24 years respectively; Fig. 1).

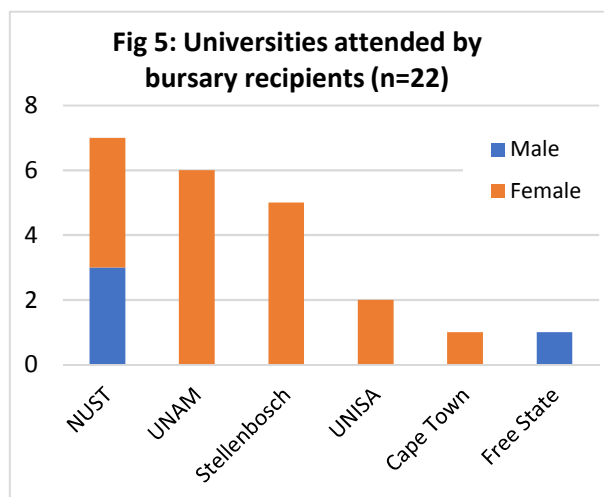
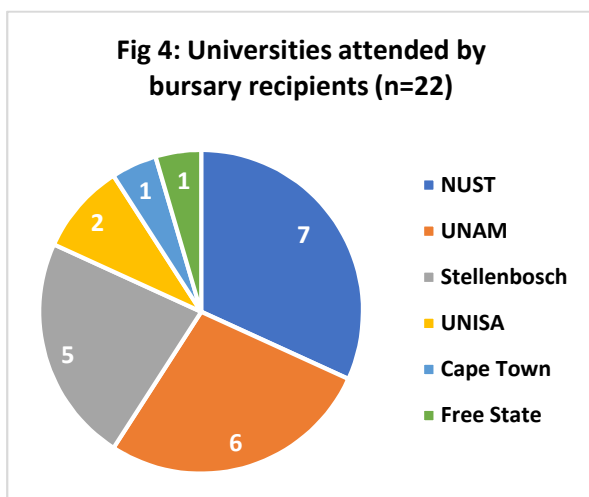
The recipients come from nine regions of Namibia (Figs. 2 & 3), with most from the north-central regions (13 candidates) and Khomas (5 candidates). Notably absent are candidates from the north-eastern regions (Kavangos and Zambezi) and from Omaheke and Hardap. In future years it

may be worth specifically targeting these under-represented regions to find and support worthy students.



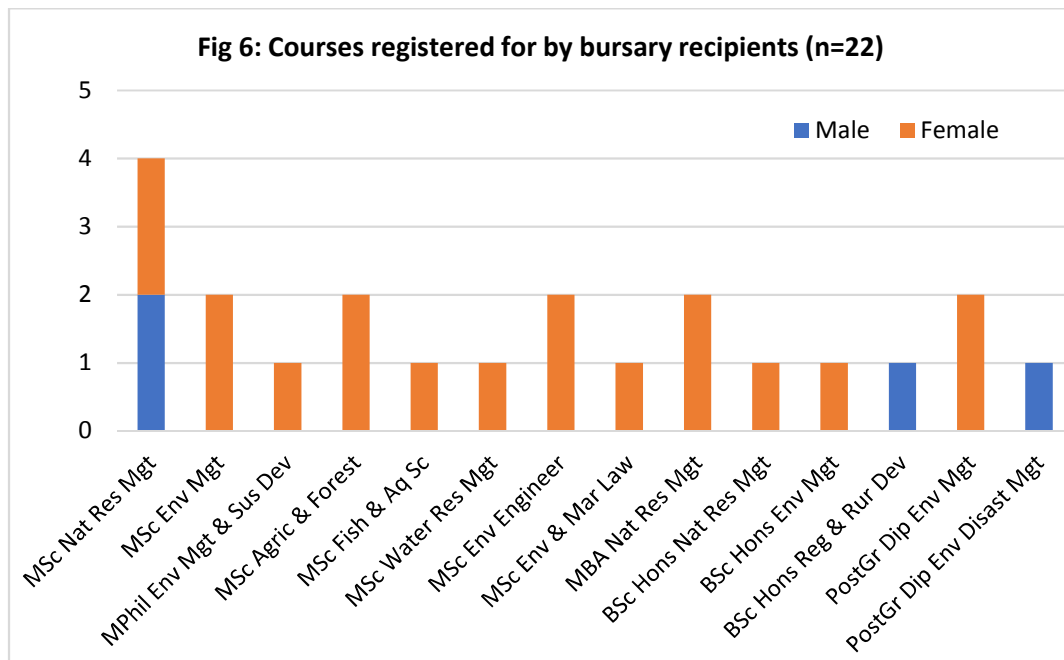
### Academic institutions and courses

The bursary recipients are registered to study at six different academic institutions in Southern Africa. Thirteen students are registered at Namibian institutions, seven of whom are at the Namibia University of Science and Technology (NUST) and six as the University of Namibia (UNAM). Nine students are registered at South African institutions, five at Stellenbosch (Figs. 4 & 5). Although the NCE's bursary support to students studying in South Africa (excluding those studying by correspondence through UNISA) is more expensive than in Namibia (on average N\$60,122 and N\$34,056 respectively), there are a number of benefits which make it worthwhile, perhaps most significant of which are the professional networks that develop between students and with their lecturers and supervisors. These often lead to future collaboration when the student becomes employed, which benefits their organisation and country.



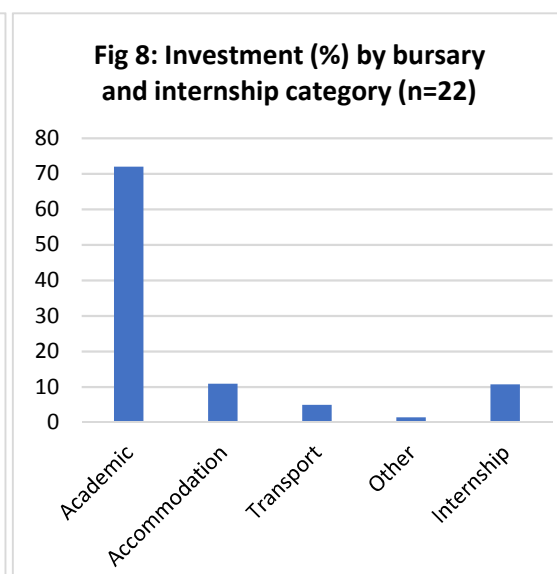
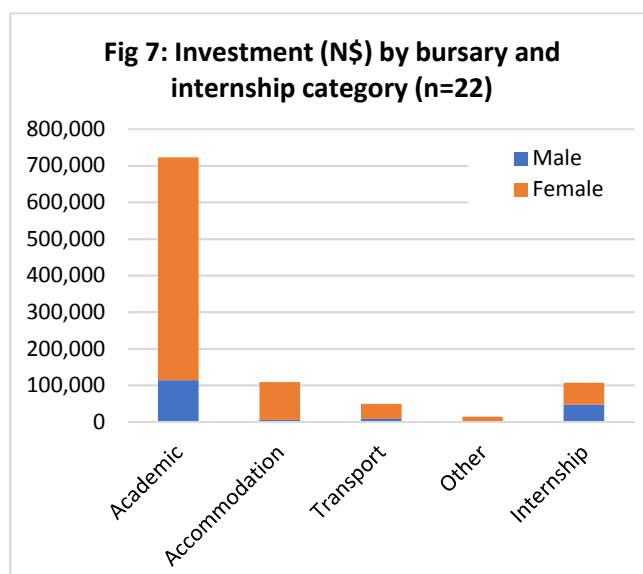
The bursary recipients are studying 14 different environmental courses, six at the Honours level and 16 at Master level (Fig. 6). They include three new areas of support for this bursary fund – Masters in environmental and marine law, Masters in business administration in natural resources management and the equivalent of Honours in environmental disaster management.

The Honours courses are all one year, and the Masters two years. Nine students are in their first year of the two years and seven in their second year.



### Funds disbursed / committed

A total of N\$895,711 has been committed to bursary support for the 2019 academic year and, to date, an amount of about N\$107,000 for internships. Internships are stipends paid to students on a monthly basis for work on selected projects with supervisors who provide high quality mentorship. A breakdown of the bursary support (Figs. 7 & 8) shows that about 72% is spent on academic tuition fees – paid directly to the respective universities, 11% for student accommodation, 5% transport and, to date, about 11% committed to internships.



## **Conclusion**

The committee who met with the short-listed students were deeply impressed by their focus, commitment, motivation and resolve to use the bursary opportunity to progress their careers, help support their families and contribute to Namibia's development. We have every expectation that they will, like all the NCE bursary recipients in 2018, be very successful in their academic pursuits.

## **Acknowledgements**

Our particular thanks go to B2Gold Namibia and the Woodtiger Fund for financial support to the NCE Bursary and Internship Fund. We thank Rodger Schlickeisen for facilitating the Woodtiger funding and Ken Smith for financial administration thereof. We also thank Ignasius Awaseb for assistance with interviewing the shortlisted students.

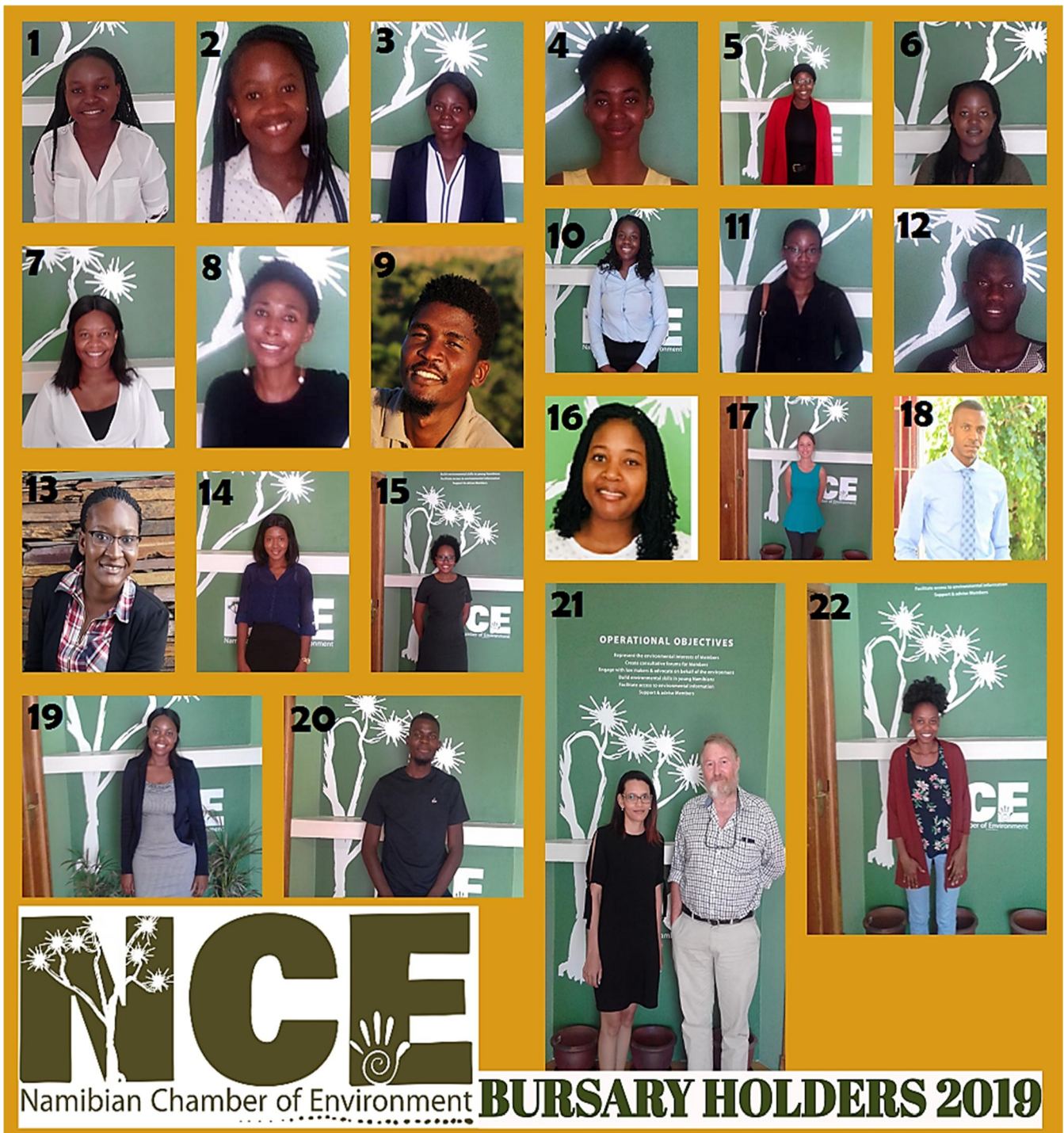
There are few investments that make as significant and tangible a difference to people's lives and to the future development and direction of a country as investing in the education of intelligent, motivated young people. Thank you for making this possible.

Chris Brown  
CEO: NCE

Henriette Krohne-Frey  
Office Manager: NCE

## ANNEX 1

### NCE Bursary recipients for 2019



1 Hilja Amvula, 2 Kunandjambi Mupurua, 3 Martha Alfeus, 4 Julia Kambunga, 5 Lydia Joel, 6 Naemi Nelumbu, 7 Rosalia lileka, 8 Kaarina Shilula, 9 Herman Aindongo, 10 Elizabeth Ipangelua, 11 Ruth Nuujoma, 12 Jackson Hamutenya, 13 Ndayapo Ekanjo, 14 Engel Heita, 15 Winniefred Seibes, 16 Diina Mwaala, 17 Natalie Barry, 18 Mekondjo Hitila, 19 Ester Kayala, 20 Betuel Uusiku, 21 Stephanie Strauss (with Chris Brown, CEO: NCE), 22 Dolly Tua