
Bursary and Internship Report for 2021

Report 1

January 2021

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ABOUT THE NAMIBIAN CHAMBER OF ENVIRONMENT

The Namibian Chamber of Environment (NCE) is a membership-based non-governmental umbrella organisation established as a Voluntary Association and body corporate separate from its Members (*universitas personarum*) under Namibian Common Law. Its Members constitute the “Council”, which is the highest decision-making organ of the NCE. The Council elects Members to serve on an Executive Committee at each AGM. The Executive Committee has all the necessary power to oversee and give strategic direction to the Chamber.

The Chamber has four Aspirational and five Operational Objectives (see below). These are implemented through eight strategic programme areas as follows:

- ❖ Support to Members
- ❖ Advocacy
- ❖ National Facilitation
- ❖ Environmental Information
- ❖ **Training and Mentorship of Young Namibians**
- ❖ Environmental Policy Research
- ❖ Fund Raising
- ❖ Grant Making

Aspirational objectives:

- Conserve the natural environment
- Protect indigenous biodiversity and endangered species
- Promote best environmental practices, including habitat rehabilitation
- Support efforts to prevent and reduce environmental degradation and pollution

Operational objectives:

- Represent the environmental interests of members
- Act as a consultative forum for its Members
- Engage with policy and law makers to improve the environmental policy setting in Namibia, as well as effective policy implementation
- **Build environmental skills in young Namibians**
- Support and advise Members on environmental matters and best practices, and facilitate access to environmental information

For more details please visit the NCE website at www.n-c-e.org

BACKGROUND ON THE BURSARY FUND

One of the operational objectives and a strategic programme area of the Namibian Chamber of Environment is to build environmental skills in young Namibians through training and mentorship. The bursary and internship programmes for young men and women with a keen interest to serve in the environmental and related socio-economic sectors gives validation to what NCE stands for and contributes towards youth empowerment.

The Bursary and Internship programme was initiated in the last quarter of 2017 for implementation in the 2018 academic year. The programme provides financial support to outstanding young men and women who have chosen to study for a career in the fields of environment and sustainable development. Priority is given to disciplines of study such as conservation biology, biodiversity, wildlife, forestry, agriculture, water and fisheries as they are the core aspects of the environment. The bursary is however not limited to conventional fields but also support students studying environmental engineering, environmental law, and social, financial, economic and business studies linked to natural resources, environment and sustainable development.

In 2019, a separate Bursary and Training Trust was registered with the Master of the High Court, under a separate board of Trustees, with administrative services provided by the NCE. The plan is to have this Trust registered as a Welfare Organisation to facilitate sponsorship from the corporate sector and individuals in Namibia, as well as the international community. The growing demand for financial support to students, and the persistent failure of the Namibia Students Financial Assistance Fund (NSFAF – a state-owned enterprise) to provide adequate and efficient funding, highlights the need for civil society and the private sector to scale up bursary funding and related support to students.

NCE prepares two reports annually for transparency and accountability purposes. The reports are provided to the NCE and Bursary Fund boards, to NCE Members and colleagues in the sector, to sponsors and the general public via the NCE website, Facebook and media releases. The first report is produced at the beginning of the academic year and lists the students who have been awarded bursaries for that upcoming academic year, their fields of study, universities selected and other relevant information. The second report is produced at the end of the academic year (December) and reports on how the students have performed during the year, in both their academic studies and internships.

Bursary programme outreach

At the end of September 2020, the NCE bursary fund for 2021 was announced via an advertisement in national newspapers, on notice boards at the University of Namibia and Namibia University of Science and Technology, and on social media, including the NCE website and Facebook page. The Facebook announcement received 83 primary shares to other social media platforms and further disseminated. These strategies of public outreach attract a growing pool of applications each year. Deadline for applications was end October as this gives the applicants the opportunity to get provisional acceptance letters from academic institutions to which they have applied, and for the selection process of successful recipients to be completed before the Christmas break, so that both successful and unsuccessful students are aware of the results of their applications and can plan accordingly.

Application submission and approval

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. Submission is done usually via email but hard copy may also be delivery to the NCE office.

A multilevel screening process is done on all applicants to determine if they meet the eligibility criteria. Applicants are assessed and scored using the following criteria:

- ✓ Namibian citizen
- ✓ appropriate field of study
- ✓ academic achievements to date
- ✓ financial need
- ✓ evidence of commitment and passion for the sector
- ✓ leadership potential
- ✓ longer-term goals and plans

Top rated candidates are placed on a short-list. An 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 to 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. This year, because of the COVID-19 situation, most interviews were telephonic.

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, for when they register at the start of the academic year. Payment for accommodation, transport and other items of support are made in tranches through the academic year to the student's 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 and to inform us immediately if anything should arise (including personal issues) that may impact on the successful completion of their studies.

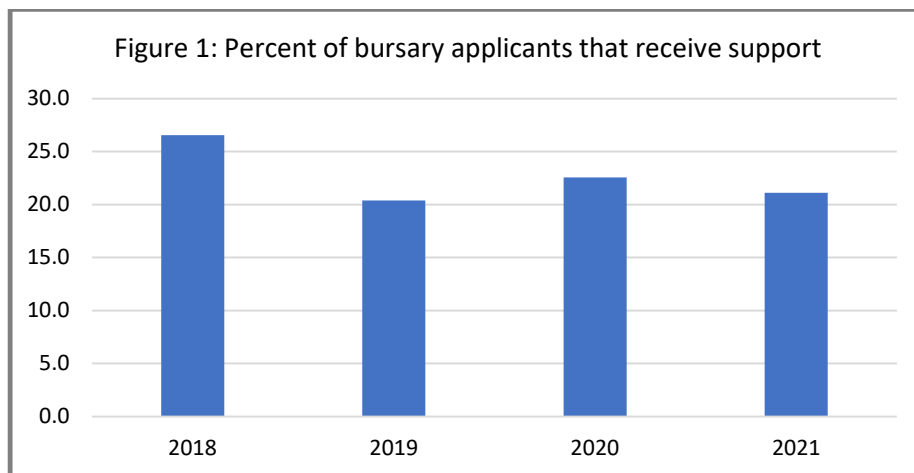
FUNDS AVAILABLE FOR 2021

2021 is the fourth year of operation for the Bursary Fund. The growth of the fund, in terms of resources allocated, student applications received, and bursaries provided, is shown in Table 1.

	2018	2019	2020	2021
Funds (bursary & internship)	N\$688,432	N\$1,095,586	N\$1,084,266	N\$1,324,916
No. applicants	49	108	133	161
No. students supported	13	22	30	34
No. internships	9	11	7	Later in year

For the 2021 academic year, the NCE allocated an amount of N\$888,196 for bursaries, with funding provided by B2Gold Namibia, Total and Barloworld; and received a grant from the Woodtiger Fund in the USA of US\$28,500 which converted to N\$436,720. In addition, the NCE has made provision of N\$80,000 for internship support. Over 160 students applied for bursaries. The Fund was able to support 34 students. The selection of interns is completed later in the year, in consultation with university supervisors and partner organisations.

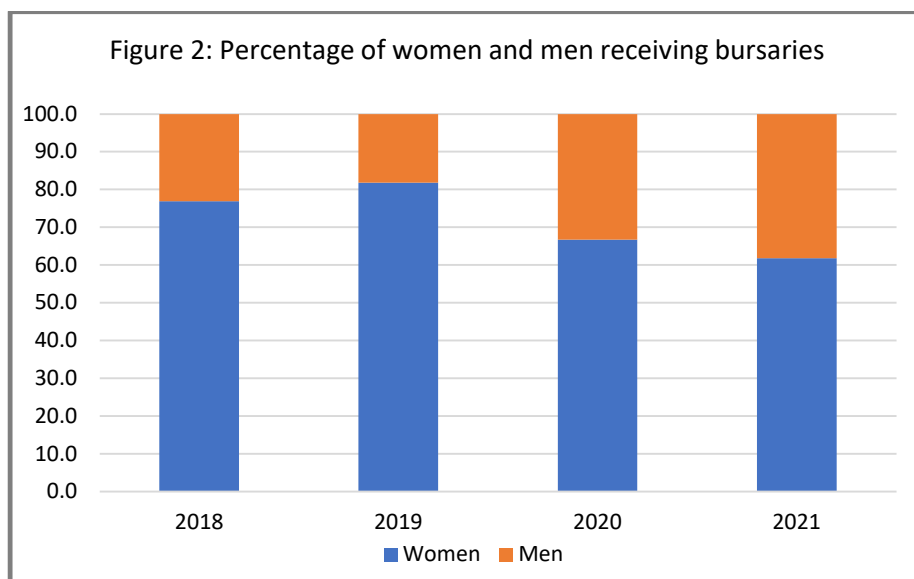
The percentage of bursary applicants that have been successful each year has ranged from 20% to 26% (Figure 1).



Existing bursary holders going into their second year of study (most Masters courses run over two years) receive preferential support providing they have passed their courses and/or made adequate progress on their thesis work. Of the 2021 bursary recipients, 16 are existing bursary holders from 2020 going into their 2nd year, while 18 are new bursary recipients.

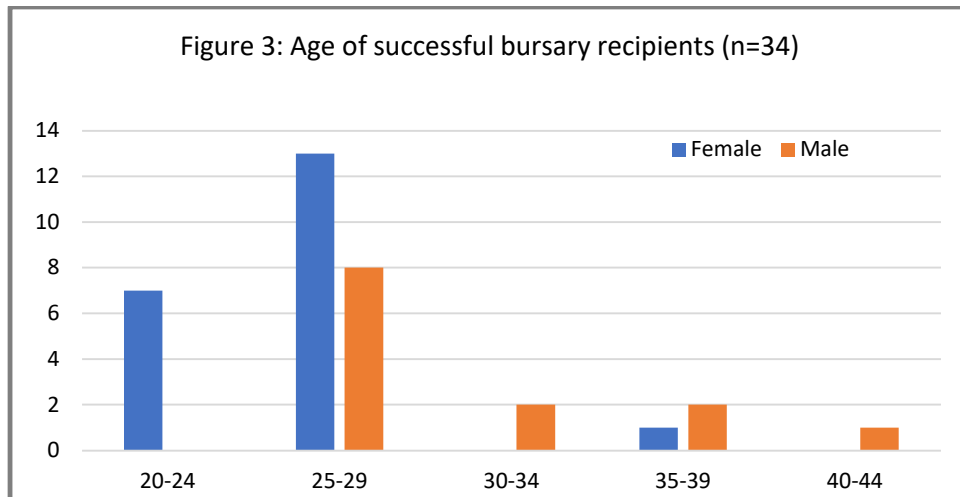
SUCCESSFUL APPLICANTS IN 2021

Of the 34 students granted bursaries by the Bursary Fund for the 2021 academic year (Annex 1), 21 are women and 13 men. The percentage of women awarded bursaries was about 80% in the first two years and has now declined somewhat to about 62% in 2021 (Figure 2).

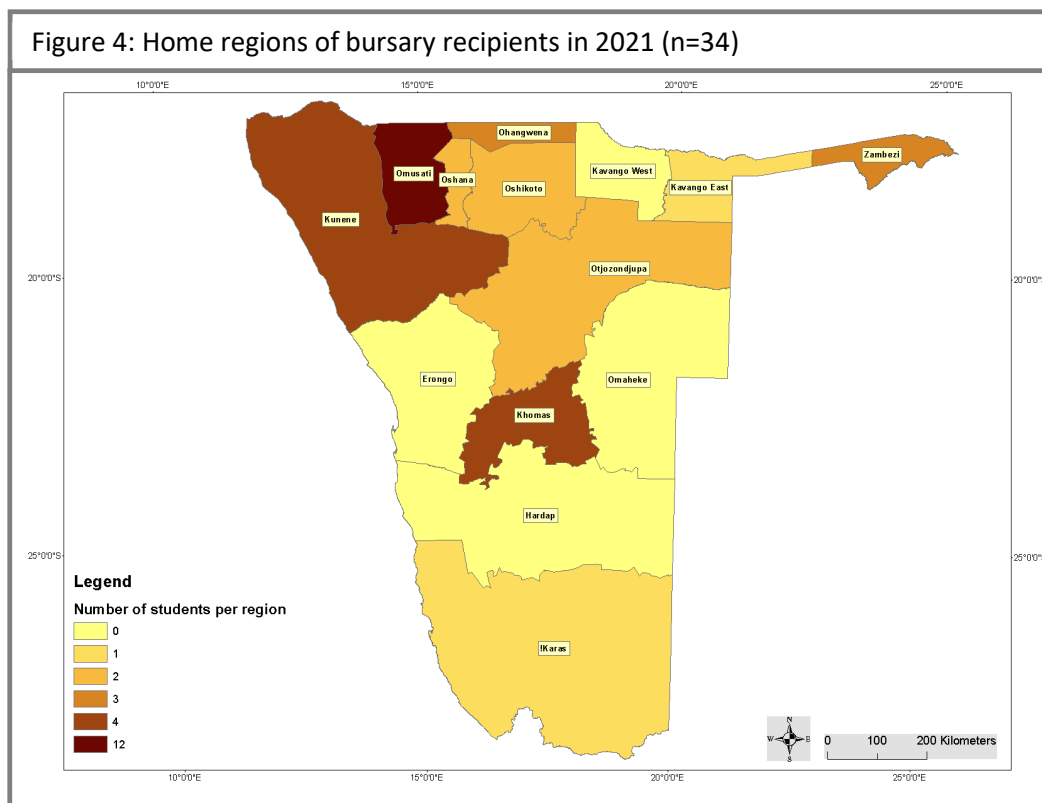


The domination by women is not by design – the women were on average stronger candidates in the context of our assessment criteria. Neither is the larger proportion of women receiving our bursaries an unwelcome outcome, as there are currently more men in the environmental workspace than women. Our bursaries will hopefully contribute to a better balance of men and women in the workplace in the years ahead.

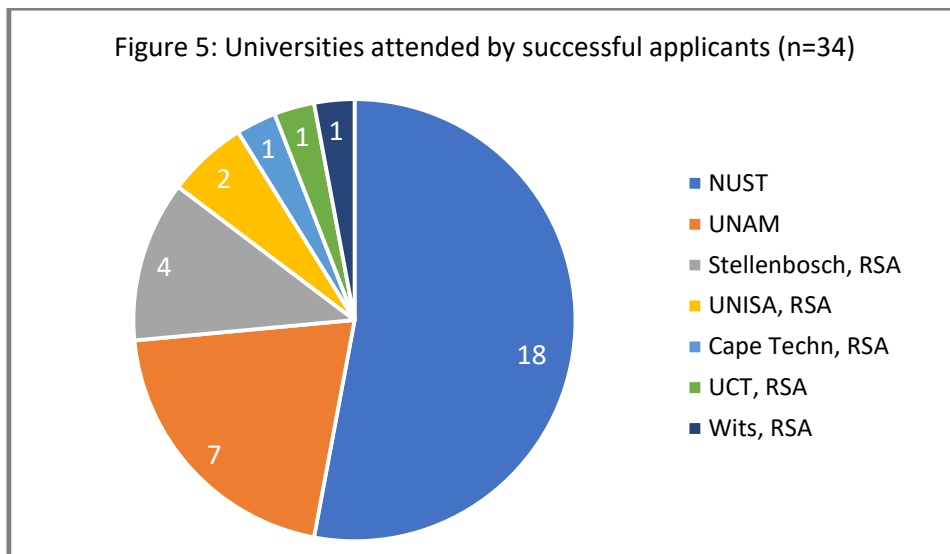
The median age of all successful applicants is 26 years (range 22-40), with female recipients being younger on average (26 years) than males (30 years) (Figure 3).



The successful applicants come from ten of Namibia’s 14 regions this year (Figure 4), with most from Omusati (35%), Khomas and Kunene (each 12%), and Ohangwena and Zambezi (each 9%).

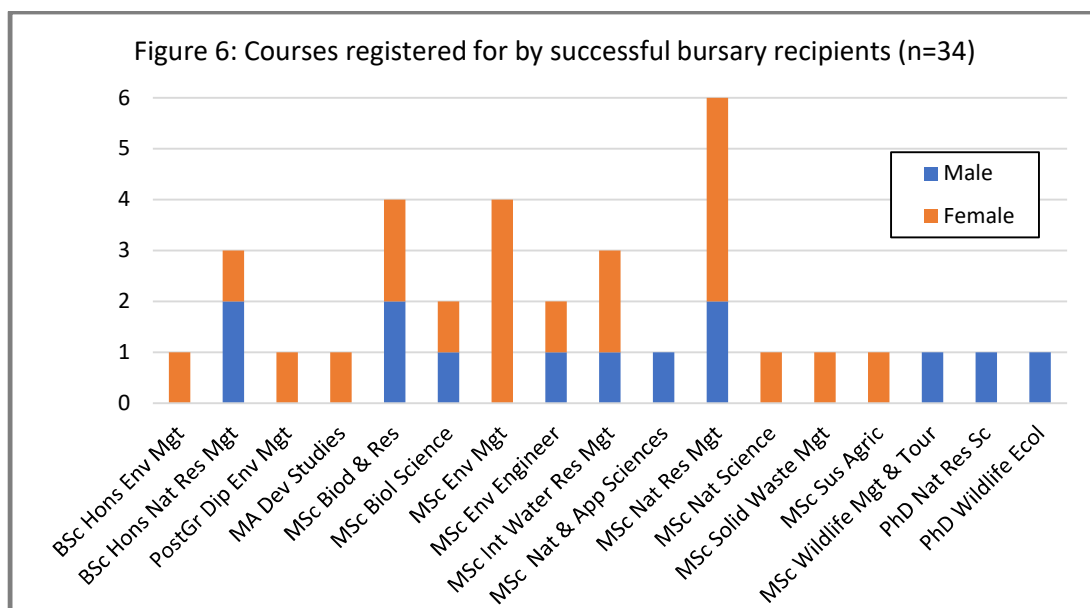


The bursary recipients are registered to study at seven academic institutions in Southern Africa. Twenty-five students are registered at Namibian institutions, 18 at Namibia University of Science and Technology (NUST – 53%) and seven at the University of Namibia (UNAM – 21%); and nine at South African institutions (26%), of which four are at Stellenbosch (Figure 5).



The average level of support provided to each bursary recipient is N\$38,968 (range N\$4,000 to N\$78,990), compared to an average of N\$33,476 in 2020. This increase is partly due to an increase in tuition fees by the universities, but more so to the difficult economic situation in Namibia resulting from a declining economy and recent economic impact of Covid-19 – students have less access to co-funding. The amount per recipient is based on their individual needs and is designed to ensure that they can complete the year successfully but without any surplus fat. The students themselves are quick to identify areas that are not essential, to allow other students to benefit. This process of bespoke resource allocation takes place during the interviews.

The bursary recipients are studying 17 different environmental courses, five at the Honours level, 27 at Master level and two PhDs (Fig. 6). The Honours courses are all one year, and the Masters are two years.



Despite the difficulties posed by the Covid-19 pandemic, we are confident that this carefully-selected group of intelligent, highly motivated and committed students will do well for themselves, their families and for their future contributions to Namibia's conservation and sustainable development agendas.

ACKNOWLEDGEMENT

We thank the Board of Trustees of the Bursary Fund of Namibia, and the Executive Committee of the Namibian Chamber of Environment for their strategic support and guidance.

Funds to support this bursary programme were generously provided by the Woodtiger Fund (USA), B2Gold Namibia, Total and Barloworld Equipment. Their support is highly appreciated.

ANNEX 1



Register of Successful Applicants: NCE Bursary Fund: 2021



No.	First Names	Surname	Age and gender	Region	Qualification completed	Course to be undertaken in 2021	Institution	Amount Granted (N\$)
1	Annastasia	Naiteta-Sinalumbu	F, 28	Khomas	MSc Arts in Development Studies	MSc Arts in Development Studies	UNAM	25,000
2	Bright	Sanzila	M, 32	Zambezi	BSc Hons Natural Resource Management	MSc Natural Resource Management	NUST	32,700
3	Halleluya	Shaanika	M, 26	Omusati	MSc Natural Resource Management	PhD Natural Resource Sciences	NUST	60,340
4	Herman	Aindonga	M, 27	Khomas	BSc Hons Natural Resource Management & Nature Conservation	MSc Natural Resource Management	NUST	4,000
5	Jennifer	Ndura	F, 27	Khomas	BSc Hons Environmental Management	MSc Science (Biological by Thesis)	UNAM	21,500
6	Julia	Heimo	F, 27	Oshana	BSc Chemistry & Physics	MSc Integrated Water Resource Management	NUST	25,850
7	Julia	Kambunga	F, 25	Ohangwena	BSc Hons Applied Biochemistry	MSc Environmental Engineering	NUST	10,350
8	Matheus	Hamupembe	M, 28	Ohangwena	BSc Hons Science	MSc Natural & Applied Sciences	NUST	49,272

9	Naemi	Nelumbu	F, 25	Kunene	P-Grad Dip Environmental Management	MSc Environmental Management	Stellenbosch University, RSA	28,500
10	Penny	Haufiku	F, 23	Karas	BSc Hons Agriculture	MSc Natural Resource Management	NUST	54,000
11	Priskila	Mwatukange	F, 23	Ohangwena	BSc Hons Environmental Health Science	MSc Health Sciences - Solid Waste Management	NUST	29,000
12	Rosalia	Ileka	F, 29	Omusati	BTech Hons Nature Conservation	MSc Environmental Management	UNISA, RSA	16,600
13	Vilio	Muunda	M, 25	Khomas	BSc Environmental Biology Hons	MSc Biodiversity & Research	UNAM	25,000
14	Lovisa	Nangula	F, 27	Oshikoto	BTech Environmental Management	MSc Environmental Management	Cape Peninsula University of Technology, RSA	31,705
15	Dolly	Tuaandi	F, 27	Otjzondjupa	BSc Hons Agriculture	MSc Sustainable Agriculture	Stellenbosch University, RSA	78,990
16	Kenneth	Uiseb	M, 38	Kunene	PhD Ecology	PhD Ecology	WITS, RSA	24,000
17	Petra	Mototua	F, 23	Omusati	BSc Hons Natural Resources Management	MSc Integrated Water Resources Management	NUST	39,640
18	Aili	iipinga	F, 26	Omusati	BSc Integrated Environmental Science - Forestry	MSc Biodiversity Management	UNAM	26,500
19	Natanael	Ndilenga	M, 25	Omusati	BSc Natural Resource Management & Nature Conservation	BSc Hons Natural Resource Management & Nature Conservation	University of Stellenbosch, RSA	26,205

20	Brendan	Luyanda	M, 40	Zambezi	BSc Hons Wildlife Man and ecotourism	MSc Wildlife Management & Ecotourism	UNAM	35,740
21	Hilde	lileka	F, 36	Omusati	BTech Nature Conservation	MSc Environmental Management - CBNRM	UNISA, RSA	14,000
22	Sylvia	Immanuel	F, 25	Omusati	BA Hons Geography, Environmental Studies & Sociology	MSc Natural Resources Management	NUST	55,040
23	Issaac	Rengura	M, 29	Kavango East	BSc Hons Physics & Geology	MSc Environmental Engineering	NUST	68,360
24	Josef	Ndjimba	M, 33	Oshikoto	BSc Natural Resources Management	BSc Hons Natural Resources Management	NUST	27,250
25	Mbeutjua	Rikambura	M, 36	Kunene	MSc Biodiversity Management	MSc Biodiversity Management	UNAM	30,000
26	Sylvia	Nambahu	F, 27	Omusati	Bsc Natural Resources Management	BSc Hons Natural Resources Manangement	NUST	55,280
27	Emilia	Andreas	F, 24	Otjzondjupa	BSc Hons Fisheries & Aquatic Sciences	MSc Biodiversity Management	UNAM	50,000
28	Ndelimona	lipinge	M, 25	Omusati	BSc Hons Environmental Management	MSc Biological Sciences	UCT, RSA	33,800
29	Ndapandula	Shihepo	F, 26	Omusati	BSc Hons Environmental Management	MSc Natural Resources Management	NUST	31,840
30	Nditshitshi	Nakasole	F, 23	Omusati	BSc Hons Chemistry	MSc Science (Thesis)	UNAM	77,000

31	Mirjam	Namangudu	F, 22	Oshana	BSc Hons Agriculture	MSc Natural Resources Management	NUST	67,840
32	Sharon	Ganes	F, 29	Kunene	BSc Town & Regional Planning	Postgraduate Diploma in Sustainable Development	Stellenbosch University, RSA	72,994
33	Likukela	Matongo	M, 26	Zambezi	BTech Civil Engineering	MSc Integrated Water Resources Management	NUST	49,075
34	Ngonyothi	Kafula	F, 24	Omusati	BSc Biotechnology	BSc Hons Environmental Management	UNISA, RSA	47,545
TOTAL								1,324,916