
Bursary and Internship Report for 2020

Report 1

February 2020

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ABOUT THE NAMIBIAN CHAMBER OF ENVIRONMENT	2
BACKGROUND ON THE BURSARY FUND.....	3
Bursary programme outreach	3
Application submission and approval	4
FUNDS AVAILABLE FOR 2020.....	4
SUCCESSFUL APPLICANTS IN 2020	5
Meet the bursary holders for the academic year 2020.....	8
ANNEX 1: Register of successful applicants.....	9

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 support to outstanding young men and women who have chosen 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 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 (February), and lists the students who have been awarded bursaries, 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

In October 2019 the NCE bursary fund for 2020 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 the NCE website and Facebook page. These social media announcements are picked up by other social media platforms and further disseminated. These strategies of public outreach attract a growing pool of applications each year. Deadline for applications was mid-November 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 either through an email or hand delivery at the 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
- ✓ evidence of commitment and passion for the sector
- ✓ financial need
- ✓ 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.

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 their successful completion of their studies.

FUNDS AVAILABLE FOR 2020

2020 is the third 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.

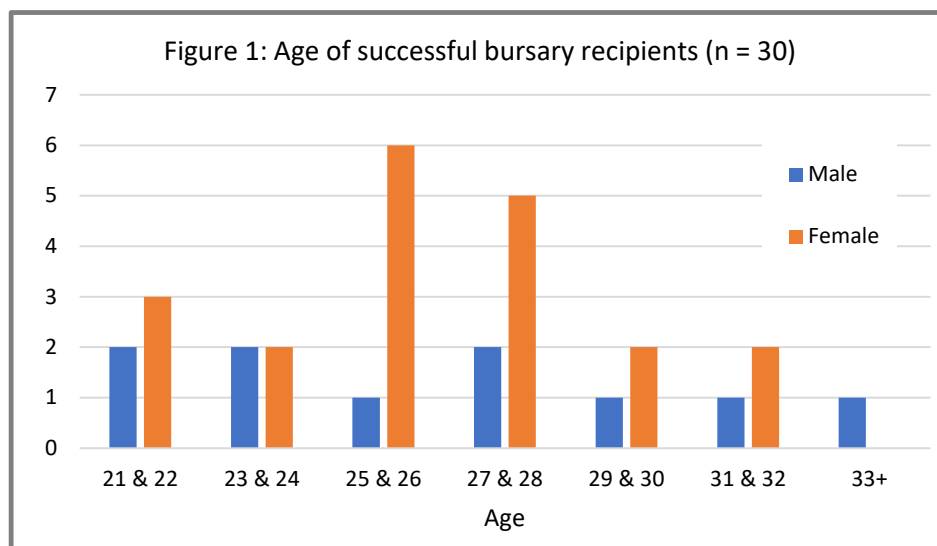
Table 1: Funds spent, number of applicants and number of recipients under the bursary and internship programme			
	2018	2019	2020
Funds (bursary & internship)	N\$688,432	N\$1,095,586	N\$1,084,266
No. applicants	49	108	133
No. students supported	13	22	30
No. internships	9	11	Later in year

For the 2020 academic year, the NCE allocated an amount of N\$586,356 for bursaries and received a grant from the Woodtiger Fund in the USA of US\$28,500 which converted to N\$417,910. In addition, the NCE has made provision of N\$80,000 for internship support. Over 130 students applied for bursaries. The Fund was able to support 30 students. The selection of interns is completed later in the year, in consultation with university supervisors and partner organisations.

SUCCESSFUL APPLICANTS IN 2020

Of the 30 students granted bursaries by the Bursary Fund for the 2020 academic year (Annex 1), 20 are women and 10 men. Men comprised 43% of all applicants and 33% of successful applicants. This is an improvement on 2019, where men were only 36% of all applicants and 18% of successful applicants. The domination of women is not by design – the women were on average stronger candidates in the context of our assessment criteria. The domination of women for these bursaries is not an unwelcome outcome, as there are currently more men in the environmental workspace than women, and some future correction would be appropriate.

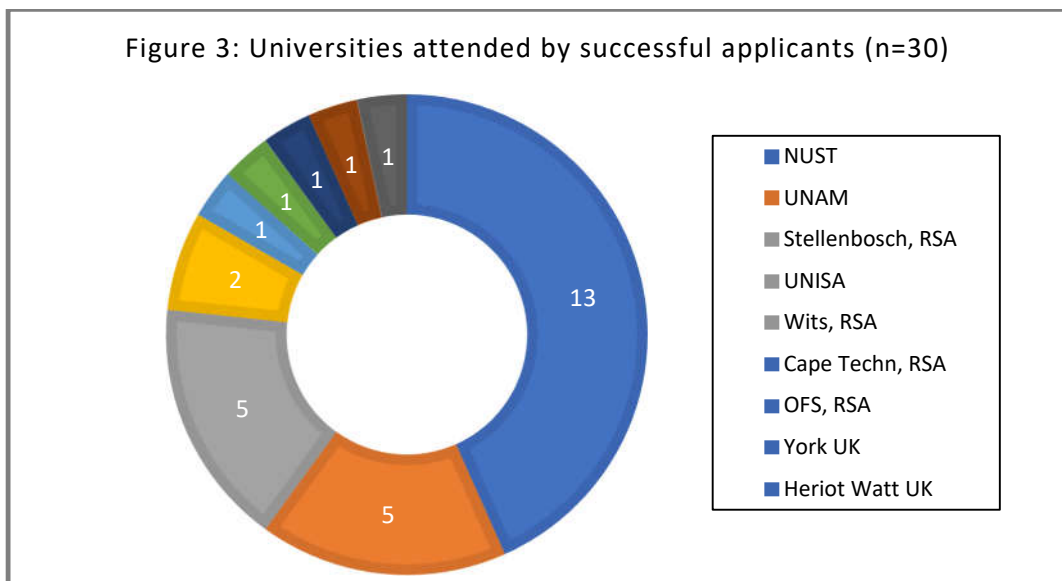
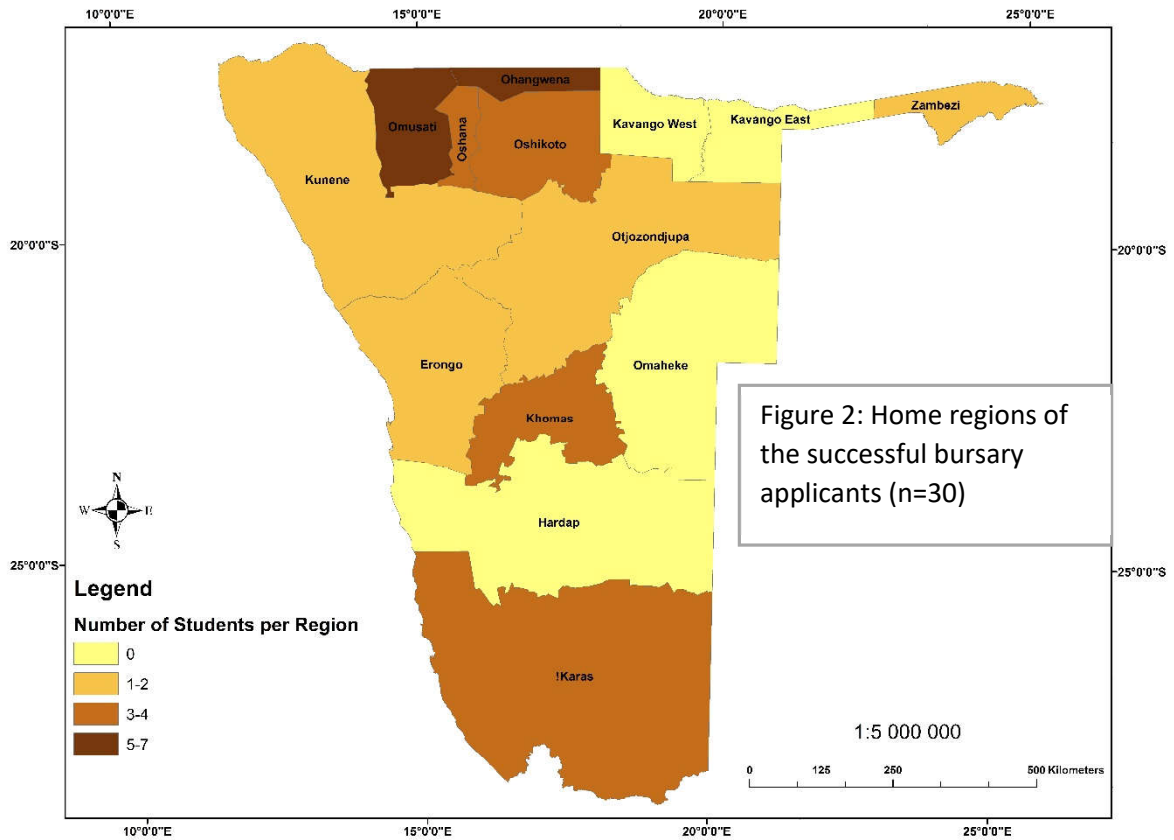
The median age of the successful applicants is 26 years (range 21-37) (Figure 1).



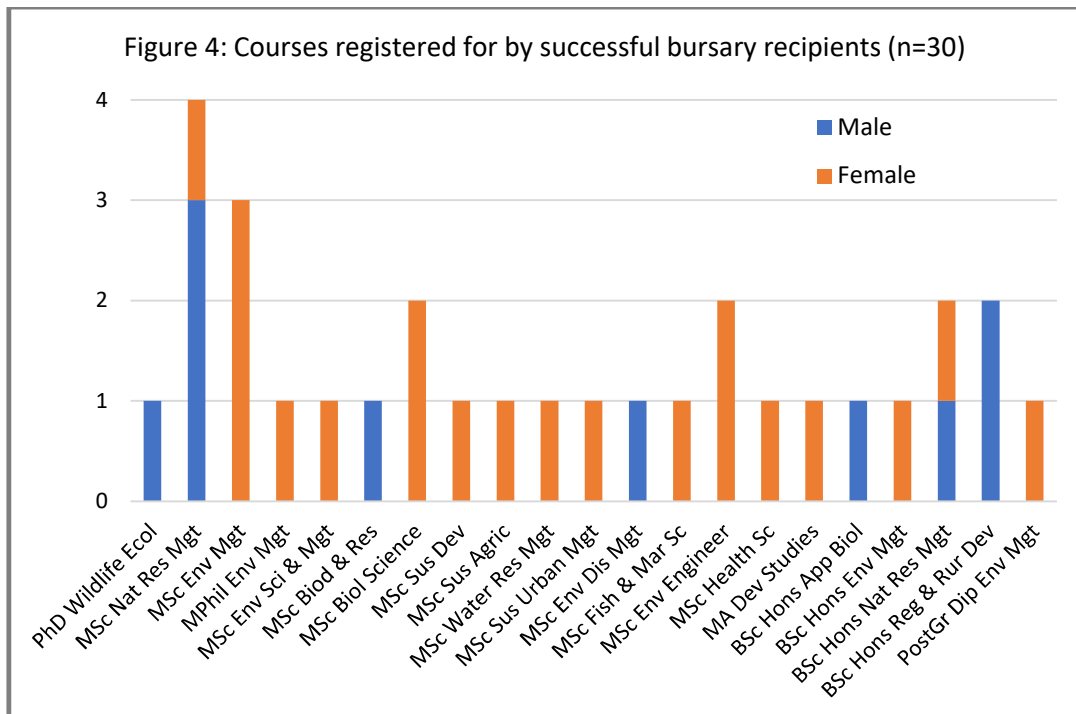
The successful applicants come from ten regions of Namibia (Figure 2), with most from the four north-central regions (18 candidates) and Khomas (4 candidates), followed by //Karas (3) and Otjozondjupa (2). For the first time we have a candidate from the Zambezi region. Absent are candidates from the Kavango regions, Omaheke and Hardap.

The bursary recipients are registered to study at seven academic institutions in Southern Africa and two in the UK. Eighteen students are registered at Namibian institutions, 13 at Namibia University of Science and Technology (NUST) and five at the University of Namibia (UNAM); and 10 at South African institutions, of which five are at Stellenbosch (Figure 4).

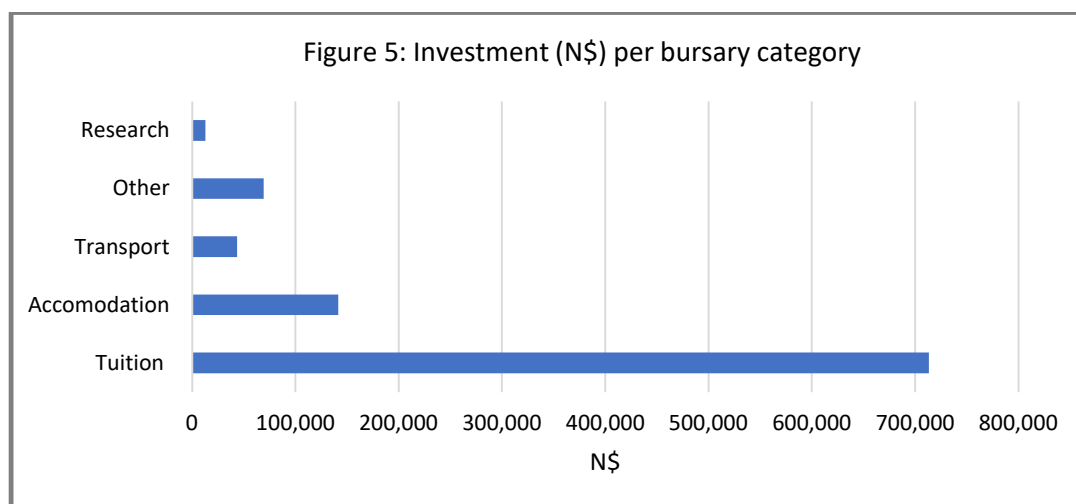
The average level of support provided to each bursary recipient is N\$33,476 (range N\$11,000 to N\$88,000). The amount per recipient is based on their individual needs and is designed to ensure that they can complete the year successfully but without any surplus fat. The students themselves are quick to identify areas that are not essential, to allow other students to benefit. This process of resource allocation takes place during the interviews.



The bursary recipients are studying 21 different environmental courses, seven at the Honours level, 22 at Master level and one PhD (Fig. 6). The Honours courses are all one year, and all but three of the Masters are two years (the exceptions are one year). Twelve Masters students are in their first year and 10 are in their second year.



A total of N\$1,004,266 has been committed to bursary support for the 2020 academic year and, provision has been made for N\$80,000 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 (Figure 5) shows that about 71% is spent on academic tuition fees – paid directly to the respective universities, 14% for student accommodation, and the remainder split between transport, books, laptops, visas and medical (for students studying out of Namibia) and field research.



We are confident that we have another group of intelligent, highly motivated and committed students who are eager to do well for themselves, their families and for their future contributions to Namibia’s development.

Meet the bursary holders for the academic year 2020



First row: 1.Herman Aindongo 2.Julia Kambunga 3.Bright Sanzila 4.Penny Haufiku 5.Matheus Hamupembe 6.Anna Naiteta
Second row: 7.Jennifer Ndura 8.Peter Shikalepo 9.Naemi Nelumbu 10.Jackson Hamutenya 11.Toini Nambahu 12.Mekondjo Hitila
Third row: 13.Dolly Tuaandi 14.Ndeyapo Ekanjjo 15.Ester Veiko 16.Lovisa Amwele 17.Halleluya Shaanika 18.Rosalia Iileka
Fourth row: 19.Gotlib Namupala 20.Priskila Mwatukange 21.Ruth Nuuyoma 22.Engel Heita 23.Diina Mwaala 24.Stephanie Strauss
Fifth row: 25.Winniefred Seibes 26.Julia Heimo 27.Vilio Muunda 28.Kenneth /Uiseb 29.Ester Kayala 30.Saima Haukelo (abs)

ANNEX 1



Register of Successful Applicants: NCE Bursary and Internship Fund: 2020



Surname	First names	Region	Sex & age	Course to be undertaken	Institution	Course duration	Amount Granted (N\$)	
							Bursary	Internship
Aindongo	Herman	Omusati	Male, 27	MSc Natural Resources Management	NUST	Yr 2 of a 2 yr course, Project HWC in communal areas	31,840	4,160
Amwele	Lovisa	Oshikoto	Female, 26	MSc Environmental Management	Cape Pen Univ of Techn, RSA	Yr 1 of a 2 yr course	57,880	
Ekanjjo	Ndayapo	Ohangwena	Female, 26	Post-grad Diploma in Environment. Management	Stellenbosch University, RSA	Yr 1 of 1, leading onto an MSc	11,667	
Hamupembe	Matheus	Ohangwena	Male, 27	BSc Hons Applied Biology	NUST	Yr 1 of a 1 yrs course	44,190	
Hamutenya	Jackson	Ohangwena	Male, 25	MSc Natural Resource Management	NUST	Yr 2 of a 2 yr course, Habitat assessment for giraffe reintro	27,990	
Haufiku	Penny	//Karas	Female, 22	MSc Natural Resource Management	NUST	Yr 1 of a 2 yr course	88,000	
Haukelo	Saima	Omusati	Female, 30	MSc Environmental Science & Management	University of York, UK	Yr 1 of a 2 yr course	28,300	
Heimo	Julia	Oshana	Female, 26	MSc Integrated Water Resources Management	NUST	Yr 1 of 2 yr course	37,670	
Heita	Engel	Ohangwena	Female, 25	MSc Environmental Engineering	NUST	Yr 2 of a 2 yr course	32,220	28,000
Hitila	Mekondjo	Ohangwena	Male, 29	MSc Env Disaster Management	University of the Free State, RSA	Yr 1 of a 1 yr course, works on CBNRM at NDT	40,000	
Iileka	Rosalia	Omusati	Female, 28	MSc Environmental Management	UNISA, RSA	Last part of 18-month course - part time; works for NACSO	11,000	

Kambungu	Julia	Ohangwena	Female, 25	MSc Environmental Engineering	NUST	Yr 2 of a 2 yr course; part-time (evening classes)	26,220	28,000
Kayala	Esther	Oshana	Female, 27	MSc Science (thesis)	UNAM	Yr 2 of 2	12,950	
Muunda	Vilio	Khomas	Male, 21	MSc Biod & Research	UNAM	Yr 1 of 2 yr course	47,450	
Mwaala	Diina	//Karas	Female, 29	MSc Fisheries and Marine Sciences	UNAM	Yr 2 of 2	33,274	
Mwatukange	Priskila	Ohangwena	Female, 22	MSc Health Science – Solid Waste Management	NUST	Yr1 of a 2 yr course	22,410	
Naiteta-Sinalumba	Annastasia	Khomas	Female, 27	MA Development Studies	UNAM	Yr 1 of a one yr course	22,185	
Nambahu	Toini	Oshikoto	Female, 21	BSc Hons Natural Resource Management	NUST	1 yr course	52,800	
Namupala	Gotlib	Oshana	Male, 23	BSc Hons Regional & Rural Development	NUST	1 yr course	24,670	
Ndura	Jennifer	Khomas	Female, 27	MSc Biological Science (by thesis)	UNAM	Yr 1 of 2 yr course	18,600	
Nelumbu	Naemi	Otjondjupa	Female, 24	MSc Environmental Management	Stellenbosch University, RSA	Yr 1 of 2 yr course	30,950	
Nuujoma	Ruth	Oshana	Female, 32	BSc Hon Environmental Management	UNISA, RSA	Yr 2 of 2 (part time)	23,985	
Sanzila	Bright	Zambezi	Male, 31	BSc Hons Natural Resource Management	NUST	1 yr course	25,820	
Seibes	Winniefried, Angel	Erongo	Female, 30	MSc Sustainable Development	Stellenbosch University, RSA	Yr 2 of a 2 yr course (full time)	41,200	
Shaanika	Halleluya	Omusati	Male, 24	MSc Natural Resource Management	NUST	Yr 1 of 2 yr course	15,000	
Shikalepo	Peter	//Karas	Male, 23	BSc Hons Regional & Rural Development	NUST	1 yr course	24,670	
Strauss	Stephanie	Khomas	Female, 32	MPhil Environmental Management	Stellenbosch University, RSA	Yr 2 of a 2 Yr course	18,500	
Tuaandi	Dolly	Otjondjupa	Female, 28	MSc Sustainable Agriculture	Stellenbosch University, RSA	Yr 2 of a 2 Yr course	68,990	

/Uiseb	Kenneth	Kunene	Male, 37	PhD Wildlife Ecology (Mountain Zebra)	WITS, RSA	Yr 1 of 2/3	23,835	
Veiko	Ester	Omusati	Female, 25	MSc Sustainable Urban Management	Univ of Heriot Watt, UK	Yr 1 of 1 yr course (but spread over 2 calendar yrs starting Sep)	60,000	
TOTALS							1,004,266	60,160
GRAND TOTAL							1,064,426	

Funds from NCE for bursaries	586,356
Funds from NCE for internships	80,000
Funds from Woodtiger US\$28,500	417,910
TOTAL FUNDS AVAILABLE*	1,084,266

* not all the internship funds have yet been committed