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# **IAIAsa Student Mentorship Programme**

## **2017 & Beyond**

Developing communication and learning between environmental students and their  
working environments

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## 1. Foreword



**Ntsako Baloyi**  
(IAIAsa President  
2015/2016)

It is vital for any organization to understand, acknowledge and contribute positively to the socioeconomic situation of the world we live in today. In South Africa, there is increasing pressure on tertiary education institutions which may have negative implications on the quality of education and skills acquired by our youth. Coupled by the minimum requirements of work experience to get jobs, youth unemployment has continued to soar. All sectors of society need to make a concerted effort to address the high youth unemployment.

In line with the International Association for Impact Assessment – South Africa (IAIAsa) core values of promoting professionalism, developing best practice and information sharing within Integrated Environmental Management, student development has become one of IAIAsa's main objectives. The launch of the IAIAsa Student Mentorship Programme (ISMP) in 2016 will go a long way into not only exposing and preparing environmental management-related students for the working world, but it will also provide companies a platform to contribute to equipping the students and develop a regenerating pool of tailor-prepared potential employees.

IAIAsa looks forward to working with the ISMP participants in contributing to society, building youth and ensuring a sustainable future.

## **2. Introduction**

Recognizing the need for i) tertiary students to gain experience, ii) improved professionalism, and iii) development of best/good practice within environmental assessment, IAIAsa has identified the development of students as one of its key objectives for current research and future professionalism. Therefore IAIAsa is initiating the IAIAsa Student Mentorship Programme (ISMP) to facilitate communication and learning between students and professionals.

The ever increasing pressure for tertiary institutions to enrol students has a restrictive effect on the available resources and quality of education of graduates. Therefore students struggle to get a job when their studies are completed because the market is very competitive and work experience is almost always a requirement. This situation is not ideal for developing the desired pool of near-future environmental practitioners and policy makers. IAIAsa seeks to bridge this gap between students and the environmental assessment profession using the ISMP as one of its tools.

## **3. ISMP Core Drivers Portfolios**

The ISMP core drivers are the backbone for the smooth running of the ISMP – their main roles are stipulated in the ISMP Operation guideline. The ISMP core drivers are:

- a) The NEC Student Rep being the leading role
- b) All the local student branch chairs, working closely with the NEC Student Rep, to drive the ISMP.
- c) All the local provincial chairs providing guidance and support to the local student branch chairs.
- d) The National Operations Manager providing operational support.

### 3.1 ISMP core drivers 2016

 <p><b>Kusasalethu Sithole – NEC Student Rep</b> (skusasalethu@gmail.com)</p>	 <p>University of KwaZulu-Natal</p>
 <p><b>Donne van der Westhuizen – NW Student Chair</b> (donnevdwest@gmail.com)</p>	 <p>University of North-West</p>
 <p><b>Samiksha Singh – KZN Student Chair</b> (samiksha25.singh@gmail.com)</p>	 <p>University of KwaZulu-Natal</p>
 <p><b>Carli Steenkamp – NW Chair</b> (Carli.Steenkamp@nwu.ac.za)</p>	 <p>University of North-West</p>
 <p><b>John Richardson – KZN Chair</b> (RichardsonJ@jgi.co.za)</p>	 <p>Jeffares and Green (Pty) Ltd</p>



**Sue George – National  
Operations Manager**  
(operations@iaiasa.co.za)



International Association for  
Impact Assessment – South Africa

#### 4. Operation guideline for participants of the ISMP 2017

2016 is the founding year of the ISMP and it is already showing great progress and valuable lessons as we look towards 2017 and beyond. An ISMP year runs for a period of 9 months (01 March to 30 November). Below is a guide timeline for the ISMP - with deadlines, tasks required and person(s) responsible.

##### ISMP Operation Guideline (Towards 2017):

Time period	Tasks Required	Person(s) Responsible
<b>01 Jun – 31 Aug 2016</b>	<b><i>Develop and send call for interested 2017 mentors</i></b> via 1) IAIAsa Facebook pages, 2) IAIAsa Newsletters, 3) IAIAsa National Conference, and 4) IAIAsa AGM and events	- NEC Student Rep
<b>01 Jun – 30 Nov 2016</b>	<ul style="list-style-type: none"> <li>- Interested mentors to send an email expressing their interest to <a href="mailto:operations@iaiasa.co.za">operations@iaiasa.co.za</a> and an ISMP 2017 mentor application form will be sent to them.</li> <li>- They should also indicate if they need to renew their IAIAsa membership or want to become a new member in order to be eligible for mentorship.</li> <li>- Deadline: <b>30 November 2016</b></li> <li>- Applications placed in Dropbox folder</li> </ul>	- Operations Manager
<b>Nov 2016</b>	NEC to review ISMP 2016.	- NEC
<b>Dec 2016</b>	Notify ISMP 2017 mentors about all ISMP details	- NEC Student Rep
<b>10 Jan–20 Feb 2017</b>	<b><i>Develop and send call for interested 2017 students (mentees)</i></b> via 1) IAIAsa Facebook pages, 2) IAIAsa Newsletters, 3) IAIAsa events, and 4) other available student communication platforms.	- NEC Student Rep
	<ul style="list-style-type: none"> <li>- Interested postgraduate students to send an email expressing their interest to <a href="mailto:operations@iaiasa.co.za">operations@iaiasa.co.za</a> and an ISMP 2017 student application form will be sent to them.</li> <li>- They should also indicate if they need to renew their IAIAsa</li> </ul>	- Operations Manager

	membership or want to become a new member in order to be eligible for mentorship. - Form & 2-Page CV Deadline: <b>10 February 2017.</b> - Applications placed in Dropbox folder									
	Sieve through incoming CV's in Dropbox folder to ensure eligibility of students (i.e. applicant to be postgraduate student in 2017, is an IAIAsa member, and is between the ages of 18 and 35 years)	- NEC Student Rep - Student Chairs - Operations Manager								
	Mentors can immediately start selecting any preferred mentee within the Dropbox folder on a first-come-first-serve basis to encourage quick and free selection of mentees via stating it in the allocated Pairing List file in the Dropbox folder (mentors to pay attention to student's address together with their CV).	- Mentors								
<b>20 Feb</b>	Cut-off date for interested postgraduate students to send their application forms and CV's.	- Students								
<b>24 Feb</b>	Cut-off date for mentors to select their students	- Mentors								
<b>25-28 Feb</b>	- Successful students notified and asked for any other supporting documents. - Finalization of ISMP 2017 plans and details etc.	- NEC Student Rep - NEC								
<b>01 March</b>	<b>Official start of ISMP 2017</b>									
<b>01 Mar – 30 Nov</b>	Using the report template ("timesheet") for the ISMP Student Progress, it is compulsory for all students to send these reports to the IAIAsa Operations Manager using <a href="mailto:operations@iaiasa.co.za">operations@iaiasa.co.za</a> on the following dates on any ISMP activity within the ISMP Year: <table><tr><td><u>Period Reporting On</u></td><td><u>Report Deadline</u></td></tr><tr><td>01 Mar - 31 May</td><td>31 May 2017</td></tr><tr><td>01 Jun - 31 Aug</td><td>31 August 2017</td></tr><tr><td>01 Sep - 30 Nov</td><td>30 November 2017</td></tr></table>	<u>Period Reporting On</u>	<u>Report Deadline</u>	01 Mar - 31 May	31 May 2017	01 Jun - 31 Aug	31 August 2017	01 Sep - 30 Nov	30 November 2017	- Operations Manager - NEC Student Rep and Student chairs
<u>Period Reporting On</u>	<u>Report Deadline</u>									
01 Mar - 31 May	31 May 2017									
01 Jun - 31 Aug	31 August 2017									
01 Sep - 30 Nov	30 November 2017									
	- Operations Manager to place them in assigned Dropbox folder - Responsibility of NEC Student Rep and Student chairs to check up on reports in Dropbox folder.									
<b>1-10 Dec</b>	Mentors to provide a brief review and concluding remarks to the IAIAsa Operations Manager using <a href="mailto:operations@iaiasa.co.za">operations@iaiasa.co.za</a> and CC the NEC Student Rep.	- Mentors								
<b>30 Nov 2017</b>	- Issuing of ISMP certificates - <b>Official end of ISMP 2017</b>	- Operations Manager - NEC Student Rep and Student chairs								

## **5. Participants benefits**

This ISMP offers multiple benefits to both student and professional – to what extent these benefits are realized is heavily dependent on both student and professional. Some of the obvious benefits are listed below:

### **5.1 Mentor Benefits**

- a) IAIAsa Points.
- b) Subsidized IAIAsa annual conference registration fee (dependent on sponsor availability).
- c) Marketing of mentors and their companies (features about their involvement in ISMP on IAIAsa newsletters and other documents, annual national conference and IAIAsa Social Network platforms).
- d) Having fieldwork assistance.
- e) Having office-work assistance.
- f) Training a possible intern or employee.
- g) Contribution to nurturing upcoming professionals.
- h) Having a good network of already trained and available employees.

### **5.2 Mentee benefits**

- a) IAIAsa points.
- b) Subsidized IAIAsa annual conference registration fee (dependent on sponsor availability).
- c) Field exposure to work environment.
- d) Possible acquisition of new skills.
- e) Networking with relevant professionals in their field of work.
- f) Marketing themselves to practitioners and others through media.
- g) Career guidance from a professional.
- h) Connecting with a pool of potential future employers.
- i) Unless IAIAsa NEC approve otherwise at the sound argument of the mentor, mentor will be mentee's a reference on the mentee's curriculum vitae.



## **6. What IS expected from participants**

### **6.1 From Mentor**

1. Must be an active IAIAsa member over the 2016 ISMP year (01 March 2016 to 30 November 2016).
2. Taking the mentee to a field visit at least for a minimum of 40 hours over the ISMP year.
3. Taking the mentee in for office-based work experience for a minimum of 40 hours over the ISMP year.
4. Making a trackable effort to exposing the mentee to different aspects of your profession, such as reviewing reports, compiling and publishing newspaper advertisements, follow-up with the relevant Departments, drawing maps, note taking at meetings, site visits for data collection, data capture, etc.
5. Where possible, taking the mentee with you to workshops, forums or meetings (counts as field time).
6. Ensuring that you provide the suitable equipment and gear for the mentee to carry out the task you allocate to them.
7. Not assigning a task to the mentee that is overbearing or a high stake to your company.
8. Offering the appropriate guidance to the mentee when they are assisting you (tasks required from mentee must be briefly and concisely written on paper before the implementation of the task).
9. When the mentee has to travel away from your company's offices to join you for an activity, assisting the mentee with transportation.
10. Not exposing mentee to situations which are hazardous or may be harmful to their health or wellbeing.
11. Providing advice to the mentee towards his/her professional career.
12. Agree to be a reference on the mentee's curriculum vitae (unless requested otherwise by written letter to IAIAsa NEC).

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## 6.2 From Mentee

1. Must be an active IAIAsa member over the 2016 ISMP year (01 March 2016 to 30 November 2016). Therefore as long as a non-member will be registered by the start of the 2016 ISMP year (01 March 2016), they can apply to be a mentee.
2. Must be a registered full-time postgraduate student over the 2016 ISMP year.
3. Going with the mentor to a field visit at least for a minimum of 40 hours over the ISMP year.
4. Going to the mentor for office-based work experience for a minimum of 40 hours over the ISMP year.
5. Confidentiality of whatever information that is an asset of the mentor (to sign mentor company confidentiality form).
6. Commitment and availability to the ISMP for the duration of the ISMP year.
7. Carrying out the required tasks from mentor as best as possible.
8. Respect towards the mentor and always carrying yourself in a professional and mature manner.
9. Providing a brief politically-correct report back on your activities to the ISMP core drivers.
10. Taking personal responsibility for your safety and health during ISMP activities.
11. Ensuring that your academic commitments are not disturbed by ISMP by maintaining good communication with your mentor.
12. Assist in IAIAsa events (with adequate prior notification).

## **7. What IS NOT expected from participants**

### 7.1 From Mentor







1. Paying the mentee for their services.
2. Providing a job or internship for the mentee.
3. Being legally bound to the mentee.
4. Placing reliability of tasks to mentee with high costs to the company.
5. Being involved in personal issues of the mentee.

## 7.2 From Mentee









1. Carrying out personal activities of the mentor.
2. Spending hefty personal amounts on equipment and gear in order to carry out tasks.
3. Expecting the mentor to solve your personal issues.
4. To only be applied to do administrative work.

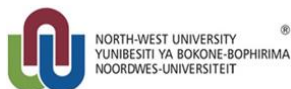
## 8. Previous Year ISMP Participants

Below are the ISMP mentors and mentees of ISMP Year One (2016):

<u>Mentor</u>	<u>Mentee</u>
  <p><b>Johan Botha (Environmental Consultant &amp; Manager)</b></p> <p><b>Company:</b> Phala-Environmental</p> <p><b>Work Interests:</b> EIA, ECO, EO, VIA, WULA</p>	  <p><b>Boitumelo Tlhapi (B.Sc. Honours in Environmental Sciences)</b></p> <p><b>Company:</b> North-West University</p> <p><b>Interests:</b> Air pollution, Environmental Management, Environmental Analysis and Hydrology.</p>
	 

	<p><b>Marvin Maswaile Qhekwana (B.Sc. Honours in Environmental Sciences)</b></p> <p><b>Company:</b> North-West University  <b>Interests:</b> Geographical and Spatial Sciences.</p>
 <p><b>John Richardson (Senior Environmental Scientist)</b></p> <p><b>Company:</b> Jeffares &amp; Green  <b>Work Interests:</b> Geographic Information Systems and Environmental Impact Assessment processes.</p>	 <p><b>Tarryn Frankland (BSc Honours Student – Environmental Science)</b></p> <p><b>Company:</b> University of KwaZulu-Natal  <b>Interests:</b> Palaeoenvironments, environmental change, environmental management and auditing, conservation and Biogeography.</p>
 <p><b>Marélie Griesel (Environmental Assessment Practitioner)</b></p> <p><b>Company:</b> Environamics, Inc  <b>Work Interests:</b> EIA and EMPr</p>	 <p><b>Janette Murray (BA Psychology Geography and Environmental Studies)</b></p> <p><b>Company:</b> North-West University  <b>Interests:</b> EIA process, GIS, outdoors, travelling, music</p>
 <p><b>Jeffares &amp; Green</b></p>	 <p><b>UNISA</b>   university of south africa</p>

<p><b>Sandile Nkomonde (Environmental Scientist)</b>  <b>Company:</b> Jeffares &amp; Green  <b>Work Interests:</b> Public Participation and stakeholder engagement.</p>	<p><b>(BA Honours in Environmental Management)</b>  <b>Company:</b> University of South Africa  <b>Interests:</b> Nature conservation &amp; research, Environmental issues &amp; Sustainability.</p>
  <p><b>Sian Oosthuizen (Scientist)</b>  <b>Company:</b> Institute of Natural Resources NPC  <b>Work Interests:</b> Social assessment, Interactive and capacity building tools (simulation modelling and gaming), Stakeholder engagement, public participation, Innovative facilitation and training, Climate change vulnerability, adaption and planning, Integrated environmental management</p>	  <p><b>Laila Hansrod (BSc Honours Student – Environmental Science)</b>  <b>Company:</b> University of KwaZulu-Natal  <b>Interests:</b> Change in climate and the effects on food security in female headed households.</p>
  <p><b>Tandi Breetzke (Principal Specialist / Leading Professional: Coastal Management).</b>  <b>Company:</b> Royal Haskoning DHV  <b>Work Interests:</b> Integrated coastal and estuarine management, nature driven design, coastal pollution, land use management and the integration of planning and the environment</p>	  <p><b>Nosipho Makaya (MSc Student – Environmental Science)</b>  <b>Company:</b> University of KwaZulu-Natal  <b>Interests:</b> soil erosion/land degradation, Coastal Management, GIS &amp; Remote Sensing.</p>



**Francois Retief (Associate Professor)**

**Company:** North-West University

**Work Interests:** Research, Strategic Environmental Assessments, Integrated Environmental Management



**Rino Diedericks ()**

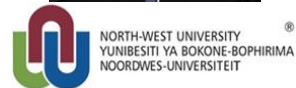
**Company:** North-West University  
**Interests:**



**Jan-Albert Wessels (Senior Lecturer)**

**Company:** North-West University

**Work Interests:** research into environmental control office, tracking environmental management development trends.



**Lloyd Vermeulen ()**

**Company:** North-West University  
**Interests:**



**Charné Appelman ()**

**Company:** North-West University  
**Interests:**

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## **9. Conclusion**

As simplified as the operation of this ISMP is, its success is dependent on mentors, mentor companies and mentees buying into the ISMP as one of their year's objectives. The ISMP will not only benefit the involved professionals and students, but will have influence on the other key objectives of the IAIAsa which include contributing to improving future professionalism and developing good practices within integrated environmental management space.