

PROFESSIONAL DEVELOPMENT NEEDS ANALYSIS REPORT

Question 1 - Should BEAPA publish the annual professional development reports submitted by Practitioners?

Total respondents by Certification Level	Yes	No
PEAP (7)	1	6
SEAP (9)	4	4
EAP (6)	3	3
TEAP (2)	1	0
TOTAL (24)	11	13

Of the 25 survey respondents, 2 did not attempt the question. Thirteen or 54% of responded with a “No,” meaning they did not want annual professional development (APR) reports to be published as it would be unprofessional to do so and that this was a matter between the individual practitioner and BEAPA. Most (6/7) PEAPs held this view. 46% (11) responded yes, agreeing to be publishing.

Overall, the membership is split almost in the middle on the matter of publishing APRs. This therefore presents potential for policy direction either way provided it is justified to the satisfaction of membership of BEAPA.

Question 2 - Do you know the criteria, standards and procedures applied in the EAP registration process?

Certification Level	Yes	No
PEAP (7)	5	2
SEAP (9)	7	2
EAP (6)	6	0
TEAP (2)	2	0
TOTAL (24)	20	4

All 25 survey respondents attempt the question. 83% responded with a “yes” meaning they know the criteria. The knowledge was qualified by one to mean, “Only as stated in the BEAPA constitution” and another, hinted that, “it appears to have changed with the new board”

This implies transparency on the registration process and should be upheld and reinforced.

Question 3 - Should the National Environment Fund be used to subsidise short course training of EAPs operating in Botswana?

Certification Level	Yes	No
PEAP (7)	4	2

SEAP	(9)	6	2
EAP	(6)	6	1
TEAP	(2)	2	0
TOTAL	(24)	18	5

Of the 25 survey respondents, one did not attempt the question. Most practitioners, **75%** responded with a “yes” thus agreeing that NEF should subsidise relevant short term training of Practitioners.

There is caution to the effect that BQA currently reimburses training levy paid (including VAT) by Companies for short-term training. The need to consider short coursed in the evaluation criteria was raised, or else the question becomes irrelevant.

The NEF can be considered to augment the existing training facilities if deemed inadequate.

Question 4 - Are BQA accredited educational institutions in Botswana offering courses that equip graduates to undertake the full process of environmental assessments?

Certification Level	Yes	No	Don't know
PEAP	(7)	3	4
SEAP	(9)	7	1
EAP	(6)	1	5
TEAP	(2)	0	2
TOTAL	(24)	11	12

All 25 survey respondents attempt the question. The undertaking of full environmental assessments needs experience and training, and working along an experienced Practitioner. No course (inside or outside Botswana) can equip a graduate to undertake a full environmental assessment right away. Many graduates still feel the need to join a consulting company gain practical/applied experience on how to conduct environmental assessments. It is a fact that ‘Environmental Assessment’ has become more than a body of knowledge that can be acquired in class module.

UB offers training on the Environmental Assessment at MSc Level and as a short course. ISO and audit are also offered by BOBS. There is potential for BIUST and BUAN to offer similar training. It would be good to have an

EIA/SEA programme with progression to different levels. Other training facilities offer limited aspects of the EIA process and not the entire process.

There is scope for BEAPA to develop dedicated training packages to meet the needs of Practitioners in the economy.

Question 5 - Do you consider EAPs in Botswana to be adequately skilled to conduct environmental assessments worldwide?

Certification Level	Yes	No	Don't know
PEAP (7)	1	3	2
SEAP (9)	3	1	5
EAP (6)	2	1	2
TEAP (2)	1	0	1
TOTAL (24)	7	5	10

All 25 survey respondents attempted the question. One did not pick any of the tabulated categories but explained their view. Most at 42% did not know if EAPs were skilled to conduct EAs worldwide, while 30% responded with a “Yes” and 21%, with a “No”. There was confusion on the question as some interpreted EAPs to mean “all practitioners” while others took it to mean “the level EAP.”

The explanations emphasized that practitioners in Botswana should possess academic qualifications, accompanied by experience and exposure to build competence and instill confidence to undertake EAs, especially abroad.

Question 6 - In your personal self-assessment, which three (3) areas of the EIA/environmental management process do you consider yourself not to be adequately prepared for?

Find responses by certification level below:

PEAP - Areas for training by 3 respondents were: Applying international standards to the EIA process. CBA; Scoping/ Situational Analysis and EMP Development; and Audit.

SEAP - Areas for training by 4/5 respondents were: refresher of parts of the entire process and emerging trends would be beneficial; ISO 14001 EMS, Compliance Reviews, Environmental auditing; Environmental Can; Policy, organizational effectiveness, and consultations/community participation; Research and Report Compilation; and Monitoring.

EAP - Areas for training suggested by 2/4 respondents were: Impact Ranking; Impact assessment technique.

TEAP - Areas were: Environmental auditing, Environmental monitoring and Environmental compliance”

At each level except TEAP, some were competent in many EIA processes and would engage specialists as project undertakes dictates.

Question 7 - Are you familiar with the EIA/environmental management act or regulations of any of SADC countries apart from Botswana? **Explain your answer:**

If yes, how did you become familiar with such Act and regulations? If no, what reasons would you give for this situation?

Certification Level	PEAP (7)		SEAP (10)		EAP (6)		TEAP (2)	Total
	Citizen	Resident	Citizen	Resident	Citizen	Resident	Citizen	Practitioners
Regional work	1	1	2	2	1	-	-	7
Regional exposure	1	3	2	1	1	-	2	10
No exposure	1	-	2	-	2	-	-	5

75% of the respondents were exposed to EA legislation of SADC countries through work in those countries or through research while soliciting work in the region or when preparing for lectures. The exposure is even among levels.

Question 8

Are you familiar with any computer model software for environmental management? If yes, which one(s)?

50% of respondents know software packages for mapping, modelling and statistical analysis included: ESRI, ERDAS, GRASS, IDRISI, Map works; ArcGIS 10.1 & 10.2, IRIS [Remote Sensing] and Microsoft Excel 2010; Microsoft Project skills for Project Management; CANOCO, EDAS2, SPSS; RIAM; and R-package.

50% of respondents were familiar with computer software for environmental management.

Question 9

Should TEAPs that are not employed by consulting companies remain registered by BEAPA (i.e. in the event a TEAP wants to leave a consulting company)?

Yes, as long as there is evidence of continued practice. If the person who is registered as the mentor agrees to hand over the mentorship to another practitioner and that this is registered with BEAPA and the findings of the original mentor are recorded in the TEAPs evaluation, then a TEAP could continue being registered”

They should remain registered as long as they move to a company that can provide same mentorship.”

Yes, they should remain registered by BEAPA. There are no jobs and not everyone is employed by a Consulting company. TEAPs should be able to do jobs as individuals and not necessarily employed by consulting firms.

TEAP should be registered provided they have a mentor and demonstrate acquisition of requisite experience during the trainee stage.

Question 10

Should mentorship of TEAPs be made a pre-requisite for PEAPs that apply for re-registration?

Some Practitioners across level strongly felt that, one of the core functions of a PEAP should be to develop and transfer skills in the field of Environmental Management. To ensure that this takes place, PEAPs must be required to demonstrate that they are mentoring/have mentored at least one TEAP. A PEAP that fails to mentor TEAPs to the status of EAP over a period of three years ought to have their registration as PEAP reconsidered by BEAPA.”

Most PEAPs caution that mentoring is cumbersome and that they have businesses to run. Mentoring should be based on available resources as well as needs assessment, you could well have a situation where there are too many TEAPs than the amount of work and resources available, it should be promoted that each large enough PEAP or consulting company assist with mentoring TEAPs but cannot be a pre-requisite.

We have long reached capacity for practitioners – as we shift to a new approach of strategic assessments for sectors, individual EIA studies should fall, and it will really be a specialist niche

There is no legal basis for BEAPA to make mentorship a pre-requisite for renewal of practice. Such practice under the current legal framework would get the Association into legal disputes with her own members. If you look at the points system outlined below, being a mentor provides a PEAP with points i.e. a positive approach to ensuring mentorship.

Question 11

Will you benefit from annual BEAPA fairs or conferences that will take TEAPs through a hands-on approach of preparation of an environmental assessment report from project brief to approval by DEA?

TEAPs will gain hands on through mentorship and doing some business for the company where they are mentored. Fairs and workshops cannot provide hands on approach. They are just workshops and talk shows.

AGM in 2014 requested for regular meeting/interactions between BEAPA and DEA to harmonize requirements which could benefit both parties!" This was supported by 24/25 respondents. More guidance and documentation and standards are urgently required as even the Environmental Legislation is confusing and very unclear in many cases."

All levels can benefit from conferences/fairs that show case new technologies and fresh ways of approaching the EIA exercise.

Question 12

Should BEAPA be internationally accredited?

24/25 practitioners would like BEAPA to accredit to regional and international EA organizations for practitioners to network and share knowledge and experiences as well as benchmark. This will enable the community of practice to develop into world class standard. We live in a global village! This will actually open members to international conferences for cross pollination of news/ideas and expertise.

Institutions to consider for accreditation include: BOBs or BQA; SADC; IEMA/CIWEM; and IAIA.

BEAPA should steadily align its standards with the international standards. Unless BEAPA becomes a body accrediting members at an international level, it will be doing a disservice to its members.

Other Comments:

1. The assessment criteria that the board uses to gauge and certify practitioners should be made known, as currently applicants use what's provided in the constitution and get surprised when they are told they don't qualify because a different tool is being used.
2. Botswana needs to develop a strong EIA/SEA sector with reputable companies that can also work in the region and globally. Currently, there are too many individual EAPs and too few companies. In this way, we will always remain dependent on large South African or global consulting companies.
3. Year of certification is too short and cumbersome. Please consider two years.
4. BEAPA should establish relationships with similar organizations worldwide and collaborate on improving the skills of consultants. Training should not only be focused on TEAPs and EAPs but all levels.
5. A reduction in the 2 year period for a graduate entrant to 12 months. On the contrary, TEAP respondent wrote, the 2 years period is too short to gain enough experience to make EAP.
6. Please give us feedback on what Practitioners indicated as part of their responses to the queries raised above! It is a good initiative.