



Regional Capacity Development Network

Africa Regional Network

2019-2022 REPORT TO FIG COUNCIL

CHAIR: Jennifer Whittal

INTRODUCTION

This report highlights the activities of the FIG ARN in the period 2019 - 2022

DEVELOPING CAPACITY IN AFRICA

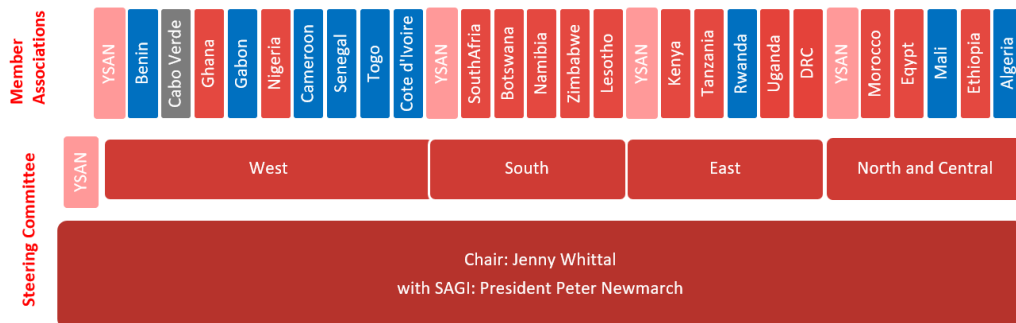
The Africa Regional Network (ARN) FIG Capacity Development Network (CDN) is playing a leading role in bringing regional member associations and academic members together using a networking approach. This is based on enhancing communication in the region and promoting the ideals of the FIG.



STRUCTURE

LEADING TOGETHER

The FIG ARN has a distributed leadership structure with representation from the North, West, East, Central and Southern African regions. Within most of these regions is a Young Surveyors Africa Network (YSAN) champion. This distributed leadership structure forms the **Steering committee of the ARN**.



Region in Africa	Representative
North Africa	Brahim Baaziz
YSAN North Africa	Vacant
West Africa	Stephen Djaba
YSAN West Africa	Angela Omamuyovwi Anyakora
East Africa	Ronald Ssengendo
YSAN East Africa	Jean Pierre Habiyaemye
Southern Africa	The Chair: Jennifer Whittal
YSAN: Southern Africa	Keketso Malekela
YSAN: Central and Francophone Africa	Willie Franck Sob
YSAN: Coordinator	Shirley Tendai Chapunza
YSN international Chair	Kwabena Asiama

VISION

ENABLING AND WORKING TOGETHER

THE YOUNG SURVEYORS AFRICA NETWORK

The Young Surveyors Africa Network, YSAN, is central to the ARN leadership structure, communication, and action. It is open to all African Geomaticians under 35 years of age. The ARN supports the YSAN to become a thriving network with regular communication participating in meeting the aims of the international FIG YSN. The ARN leadership structure incorporating the YSAN aims to provide a path of continuity of ARN leadership through capacity building.

INCREASING THE NUMBERS OF AFRICAN MEMBERS OF FIG:

New connections have been made with professional associations in countries that are not members of FIG. Mauritius is an example and has joined in with the ARN activities since 2019. Angolan professional organisations are currently being contacted. Our aim is to extend the network to include a greater percentage of associations in Africa and her island states.



President Mr Fadil Koodaruth attended the FGG/FIGFARN collaboration conference in Dakar. Pictured are Mr Mojapelo and Mr Kgopolelo of the South African and Botswanan Councils with Mr Koodaruth



COMMISSION WORK

ARN members are encouraged to be active in Commission work in line with SDGs, VGGTs etc. This work is ongoing.

ACADEMIC NETWORKING

The ARN intends to support and strengthen academic networks through identifying champions and short-term collaboration goals. The ARN has assisted in mentoring the YSAN in submitting papers and abstracts to the FIG conferences, including the 2022 conference in Poland. The ARN can also assist any African member or association who wishes to apply to the FIG Foundation for support in academic endeavours.

UNDERSTANDING THE NEEDS

BASIC SURVEYING INFRASTRUCTURE - THE NEED FOR CORS AND IGS STATIONS IN AFRICA

The African community could benefit from the Global Geodetic Centre of Excellence (GGCE) to extend CORS and IGS stations in Africa.

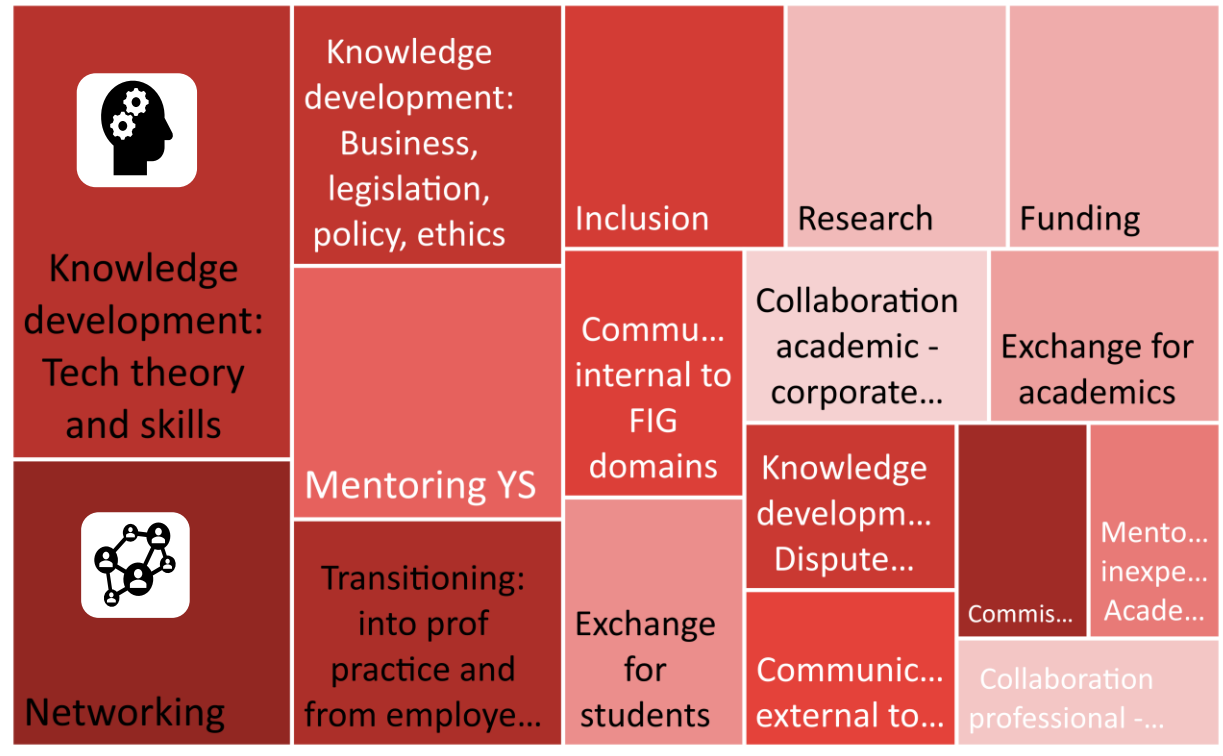
CORS

There is a huge need for CORS to support mapping, the geospatial industry, surveying for cadastral and construction developments, etc. in Africa. Many countries have CORS but under military control or info not shared outside the borders. AfRef appears to be dormant currently.

There is a great deal of goodwill to help improve CORS in Africa – the Asia Pacific network has done this successfully.



The Africa Regional Network Quilt of Needs!



COMMUNICATION

SOCIAL MEDIA

Our Facebook (@FIGARN) and LinkedIn (<https://www.linkedin.com/groups/9103588/>) sites are the principal platforms for communication. We share FIG events as well as MOOCs, education opportunities, FIG Foundation and other information of interest in building capacity in Africa.

BRANDING

Logos have been designed and approved for use on social media platforms and in correspondence and reports.



LANGUAGE



Overcoming the language barriers in Africa is a significant hurdle. The collaboration with the FGF in 2019 showed that it is possible to overcome the barriers of language with good translation services and a willingness from organisers and participants. In Africa, it is important for the Anglophone and Francophone countries to collaborate in ARN activities. We are very grateful for



the invitation from the FGF and the extraordinary lengths the member association hosting the conference (ONGES) and FGF organisers went to in their inclusion of the ARN and English-speaking participants.

A STRUCTURED MENTORING PROGRAMME IN AFRICA

The ARN and YSAN is piloting a structured mentoring programme in Africa in 2022. The mentoring experiences Surveying and Spatial Sciences Institute (SSSI) Australia have been invaluable in designing the programme. SSSI also shared their Topic Keycard and training materials.

WHY SHOULD THE FIG PROMOTE A STRUCTURED MENTORING PROGRAMME IN AFRICA?

SDGS

Engaging the youth in Africa and internationally aligns with the realisation of SDGs: 4 (skills and entrepreneurship), 8 (decent work), 10 (inclusion, inter-generationality, reduced inequality), and 17 (partnerships to achieve the goals).

THE YOUTH AND AFRICAN DEMOGRAPHICS

The demographic bulge of young people in Africa is an opportunity to be embraced within our profession. Viewed as a **demographic dividend**, it will only be realised by harnessing the productivity, entrepreneurship, and innovation of the youth, which, in Africa, comprises 20% of the population. Engaging the youth will lead to integrating in our professional and workplace structures and will provide them with opportunities and promote resilience in the profession. This may also serve the need to provide an interface between young surveyors and the FIG along with its Commission work.

A mentoring programme pairs seasoned surveyors with young surveyors to realize these goals.



THE PILOT MENTORING PROGRAMME DESIGN

The pilot was developed with conceptual, content and strategic support from the Australian SSSI Mentoring Programme, which has run since 2017. The structured mentoring programme:

- focuses on soft skills
- includes some networking
- will not directly meet the need for knowledge development in technology – this may happen in an unprogrammed manner (naturally)
- is free for users
- runs for 12 weeks, once per year
- uses social media and FIG member associations to recruit seasoned surveyors as mentors and young/junior surveyors and students as mentees
- pays particular attention to pairing mentors and mentees using their CVs, location, and quality of application
- pairs mentors and mentees from within the same region of Africa, but across different countries, if possible
- pairs female mentors and mentees together, if possible
- includes an orientation session including best practices
- includes six structured topics to guide the mentoring meetings – one every two weeks. Each topic has a “**keycard**” with introductory and substantial information as well as links.
- includes quality assessment after each topic
- does not administer CPD points with national registration bodies

TOPICS

The use of SSSI intellectual property (for all but Topic 4) is gratefully acknowledged.

Topic 1: Time and priority management

Topic 2: Networking

Topic 3: Working towards certification

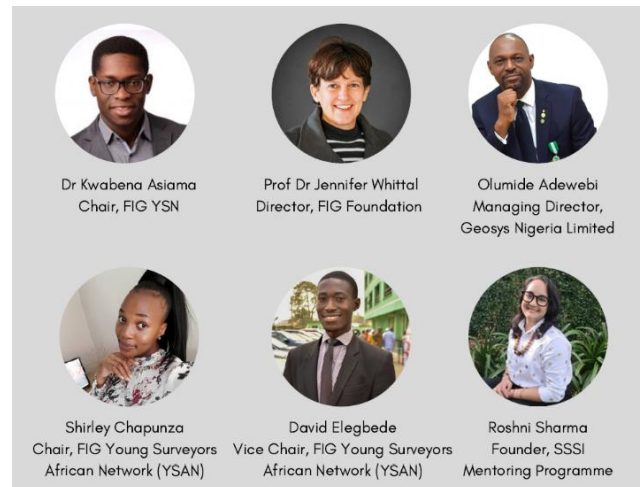
Topic 4: Personal and professional development planning

Topic 5: Volunteerism and professional leadership

Topic 6: Personal brand and visibility

THE TEAM

The mentoring programme is managed by a dedicated team drawn from the ARN and YSAN with invaluable support from Roshni Sharma, the founder of the SSSI Mentoring Programme.



THE PILOT MENTORING PROGRAMME INTERIM FEEDBACK

At the time of writing this report, the mentoring programme was on Topic 5 out of 6 Topics. The feedback was very positive despite some hiccups with the initial pairings and some pairs that have not been able to meet. Some feedback is reflected below:

"I am so enjoying this programme - I learn a lot. Before this programme, I did not value networking much nor understand its importance. Thank you so much FIG Mentorship programme Committee for this great opportunity."

"Thank you so much FIG Mentoring Programme. Today's session was a trigger for my certification. From the discussion I had with my mentor I have been reminded of my value towards certification and my goal has been activated. The Keycards are really good"

THE FUTURE OF THE FIG MENTORING PROGRAMME FOR AFRICA

Once the pilot programme is complete, the organizing team will interrogate the feedback and reflect on the challenges and successes. It is planned to offer a more comprehensive programme from 2023, possibly with supporting software. A software analysis has been undertaken with costing. Since the interim feedback has been overwhelmingly positive, the FIG ARN mentoring programme is likely to go from strength to strength. Once established, the programme may be shared with other regions of the world.

A REPORT FROM THE WEST-AFRICAN YOUNG SURVEYORS' AFRICA NETWORK (WYSAN)

West African Young Surveyors Africa network (WYSAN) is a regional expression of the Young Surveyors African Network (YSAN) – an initiative under the African Regional Network (ARN) of the International Federation of Surveyors (FIG). They are duly represented by all the Chairs of Global Young Surveyors Network (YSN) in West African Countries and are a growing Network.

VISION

By 2024 West African members of the YSAN will multiply in number – WYSAN will be a sustainable network for immense development and capacity building to improve lives and productivity of Young Surveyors for the greater good, by

extending our reach to all the countries in West Africa and developing the surveying profession by creating successors and future leaders in Africa and the World at large.

WHAT IS HAPPENING IN WEST AFRICA?

YSN Chairs in West Africa held their first meeting on the 6th of April 2022. By 29th April, Liberia revived their network and held their first meeting with about 24 participants. Nigeria, having a strong YSN shared their strengths, solutions and challenges, while Cameroon is working on a structure to bring young professionals together. There are many benefits to YSN engaging with other countries in the region. The WYSAN has on board Ghana, Nigeria, Sierra-Leone, Liberia, Zimbabwe, Congo, Senegal, and Cameroon – the Chairs of these countries meet once a month. New YSN Chairs are sought to serve as representatives in West African countries such as Togo, The Gambia, Guinea, Guinea Bissau, Mali, Mauritania, Niger, Cote D'ivoire, Burkina Faso, Cape Verde, Chad, Gabon, Benin and any other West African Country that wants to join hands with the WSN.

THANK YOU

It remains for me to express my huge thanks to the following people: Diane Dumashie (past ARN Chair) for her belief in me and her guidance, the FIG ARN leadership team for their support, the YSAN for their positive energy and enthusiasm, the faith of those in leadership positions in the member associations, and to all who promote capacity building in Africa. I hope to continue to serve the FIG ARN, particularly through the Mentoring Programme for Africa and in supporting the YSAN in academic mentoring as I find my feet in my new position as a Director of the FIG Foundation.

I wish the incoming **Chair of the FIG ARN, Mr Muhammad Mansur Kabir**, all the best in this important leadership role – you have my full support.



Prof. Jennifer Whittal

Chair of the FIG Africa Regional Network (2019-2022)

June 2022