

1. Program Vision

As members of EWB we share a common aspiration of playing a role in creating a more equitable world. As an organization EWB is embracing this challenge in two ways;

1. We are focused in Canada on reaching out to create behaviour change with students, engineering professionals, and the general public on the challenges faced by those living in poverty around the world, and
2. Overseas we work in conjunction with locally established partner organizations to help them better create positive outcomes for Dorothy over the long term. We have the understanding that we are humble entrepreneurs who don't have the right answers but understand how to ask the right questions.

The vision of the Professional and Junior Fellowship Program is that they will assist EWB's chapters in creating change. The program was originally created with the goal of introducing at least one member from each chapter to the realities of development on the ground so that they could return home and share those experiences within their chapter.

Through intensive learning and actual experiences the Professional Fellows will develop the skills and approach required to be successful development fieldworkers and to create change here in Canada. The primary goals are contribution overseas and to the chapter. **Program success is measured by the contributions of PFs to our overseas partners and to their chapters.** This program is not a summer camp but an impact focused on change and change agents. The Professional Fellow should take pride and ownership over their placement as they strive to make change. The Professional Fellow should be self motivating, flexible and adaptable to meet and to persevere against diverse challenges and to be open to innovation. While overseas they will use these skills to help EWB's partner organizations and ultimately people and communities living in poverty.

EWB has also found that with a well structured placement that Professional Fellows can have some impact overseas in reducing poverty. While four months isn't a lot of time we have seen many Professional Fellows in the past work along side their local partner organizations and EWB's long term overseas volunteers to significantly contribute to the goal of directly helping Dorothy work her way out of poverty. For some of the participants this program will be the first steps in a long journey towards a career in development further contributing to EWB's overseas work.

Once they return to Canada participants in the program will actively promote human development within their chapters, through outreach to the general public, and within their own lives. The returned Professional Fellows become leaders in their communities helping to build a great chapter and help make Canada the most pro-development country in the world. This is the program that best brings together EWB's work overseas with that in Canada leveraging our expertise in both areas such that they reinforce each other.

2. Program Overview

The Professional Fellowship Program was created to build a new generation of leaders in the development sector. It helps fuel EWB chapters to sustain and build their knowledge and passion about human development, providing them with on-the-ground experience and a direct, personal connection to Dorothy.

Through participating in the Professional Fellowship Program, PFs will become skilled and experienced agents of change, able to contribute to the work of our partner agencies overseas and help Canadians understand, through sharing their first hand experiences, the challenges facing people in the developing world.

The goals of the program are threefold:

1. **To create change in Canada** by providing returned volunteers who are able to educate and inspire Canadians to change the way they think, feel and act towards Africa.
2. **To create change overseas** by working directly with our partners to have real and direct on the ground impact with rural African communities and our partners themselves. While working with our partners the PF furthers the broader overseas impact and programming of EWB augmenting the impact we're already having.
3. **To create change and learning for the Professional Fellow**, allowing them to grow as much as possible. Professional Fellows will emerge from their experiences better equipped to act as leaders for change in Canada and overseas over the long term.

More Than an Overseas Placement

The Professional Fellowship in International Development is a 16 month program, including time spent on preparation, overseas work and in-Canada contributions. Professional Fellowships are designed to have impact on multiple dimensions; on the PF, their Chapter, their local community, our overseas partners and ultimately, on Dorothy.

A Partnership between Individuals and Chapters

In order to run the PF program:

- Chapter's advertise for, interview and select (with support from NO) a PF, ensuring they get the best candidate possible
 - The individual hired to be the PF does not need to be a part of the chapter already
- Chapter's pay for the placement through fundraising
- The past PF and NO prepare the future PF after selection
- The PF attends an NO run intensive pre-departure session in Toronto before going to Africa
- PF goes overseas and works to have on the ground impact on a placement set up by the NO with support from the NO
- PF returns to chapter and contributes to their work in Canada
- PF becomes a champion of development for the rest of their life!

What if a Great Candidate can't afford to Volunteer?

One challenge of the Professional Fellowship program is that it intrinsically places a large financial burden on all of the participants. Giving up four months of employment is can be more than a member can handle and the debt that could result might prevent returned PFs from getting involved in development again once they return. To help alleviate both of these potential

road blocks EWB is now offering a bursaries to Professional Fellows who can demonstrate a clear financial need. This year there will be \$15,000 for bursaries which will be distributed to approximately six participants. These funds will be raised in part through chapter fundraising and also through a contribution from the EWB National Office.

Each candidate who is interested in being considered for this assistance will be asked to submit a Bursary Request Form (Appendix C) that will be submitted to the selection team along with their application. Once the chapters Fellows have been selected the selection team will send the needs assessments of successful candidates to the National Office who will award the bursaries on a needs basis. All candidates will then be selected and notified on their success. They will then be given the opportunity to accept or decline the Fellowship based on their success with the bursary and their specific financial situation.

What Happens Next?

Once a member has been selected to participate in the Professional Fellowship Program they will begin working through the curriculum of the program with the guidance of the National Office, Peer Mentor, and your chapters past Professional Fellow. The participant and EWB's National Office will also begin work at this time to define the role the participant will play during their four month placement with one of EWB's established partners.

Where Will Our Professional Fellow Be In the Summer? Will It Be Safe?

Twenty eight of the thirty countries at the bottom of the United National Human Development Index are found in Sub-Saharan Africa! It will take the focus of many international and local non-governmental organizations and government agencies if these countries are to meet the challenges of the Millennium Development Goals. To contribute to this effort EWB has decided to further focus our efforts on a number of countries in this region. As a result all Professional Fellows will be placed in Sub-Saharan Africa for the four month overseas portion of their Fellowship. The vast majority of assignments will be with our established partners in Ghana, Malawi and Zambia for English speaking Professional Fellows and in Burkina Faso for Francophone Professional Fellows.

While overseas Professional Fellows live with local families when possible and otherwise adopt a modest lifestyle that will be similar to that of their co-workers in their partner organization. This means living on \$10 a day or less, eating local foods, collecting water, taking local buses, and integrating culturally to their host community.

None of our volunteers are allowed to work in a county or region where there is a travel restriction in place by the Canadian government. As a rule EWB does not and will not work in areas of conflict or crisis because they are not ready for the type of long term development that EWB does. In case of an emergency EWB has a comprehensive insurance policy for each of our volunteers that covers the cost and logistics of evacuations for health emergencies should they be required.

What Will Our Professional Fellow Be Doing In the Summer?

Typically EWB establishes the exact details of the Professional Fellow overseas assignments in March. Assignments are not finalized earlier because of constraints on partner organizations reluctance to assign roles with more than a few months lead, the uncertainty of funding for some

projects and partners, and the need to match Professional Fellows with the appropriate partner for their individual skill set and personality.

Professional Fellows often work at a field or district level with partners where we have a relationship at a head office or regional level. They often work close to the field and do more implementing work which is often tied to larger EWB initiatives with the partner. PFs are also placed with new partners where they can either add value on their own or can test something that EWB is working on. Partners often have PFs doing research or testing new initiatives in part to see if they'll succeed and in part to learn how to change them for success next time.

Are There Examples of Past Overseas Assignments?

In the past Professional Fellows have worked on a range of projects such as; working with local metal artisans to bring a new micro-irrigation pump to the market, assessing a partner organization for its suitability for a long term EWB volunteer, or surveying communities to determine their interest in participating in a particular program. Past Professional Fellows have included;

- Owen Scott from UNB worked in Mpongwe District, Zambia with the Organic Producers and Processors Association of Zambia (OPPAZ) where he took a lead role in overseeing the refurbishment of the Cooperative's mushroom dryer. While undertaking this task, he also strove to add value to the Cooperative in whatever additional ways he could. He worked particularly on computer training, improving organizational strategy and strengthening relationships between OPPAZ and the cooperative with which he worked.
- Julie Roberge from Sherbrooke was based in Dédougou, Burkina Faso with OCADES an implementing agency of the multifunctional platform project (MFP). She worked on adding income generating activities to the MFP intervention. In addition to helping add new activities she created ways to gather information on how the activities are proceeding and then use this to improve the program. One of the specific income generating activities she worked on was a welding post.
- Dan Beck a second year Programming Engineering student at UVic worked with the Ministry of Food and Agriculture (MoFA) in Tamale Ghana alongside Robin Farnworth an EWB long term overseas volunteer. Dan was part of a team of 12 Professional Fellows working with MoFA who were placed on their own in one of the Ministries district offices. Dan and the rest of the Professional Fellows worked to help build the capacity of their agricultural extension officers in a number of areas including adult education techniques and computer skills. The volunteers were able to work with materials identified and prepared by Robin as part of her long term placement with MoFA.

There are many other examples; for more information on past projects and volunteers please visit the EWB web site (www.ewb.ca).

Who Will Support Our PFs While They Are Overseas?

Over the past year we have seen a significant benefit from increased one-on-one coaching for the PFs while they are overseas. This past year the coaching was done by the African Program Staff they worked the closest with. This structure was relatively successful and will remain quite similar this year. Despite this heightened level of support we need to ensure the PFs take responsibility for the success for their placement and don't use the support as a crutch but rather as an enabling force.

Who's Responsible for What?

Chapters are responsible for raising the necessary funds to cover the costs of the overseas portion of the Professional Fellowship (\$6500). Chapters can also create their own ways to make the most of their Professional Fellowship to ensure that as many people at the chapter benefit! Suggestions include organizing a link to the Professional Fellow's blog on the chapters website where they can report on their training, experience overseas, and activities upon return home to the chapter.

EWB's National Office works together with the Professional Fellow to coordinate the four month overseas assignment with one of EWB's overseas partners. This includes the PF's training and all logistical concerns that relate to their preparation and safety while overseas.

What About Fundraising?

Once your Professional Fellow is selected the process of fundraising should begin immediately! While the PF should play a role in the fundraising campaign they should also be actively supported by their Chapter Executive. The success of the placement is meant to benefit the entire chapter! Professional Fellows are encouraged to fundraise a minimum of 10% of the cost of the Fellowship. A fundraising guide is available in the Orange Book to be used in developing and executing on fundraising activities.

It is important to note that neither the PF nor their families are allowed to personally contribute to the chapters fundraising target. This rule exists to prevent the Fellowship from becoming even more restrictive than it already is (after giving up a summer of employment) for applicants that have limited financial resources.

What Happens After the Placement?

Upon return to Canada at the end of the placement the Professional Fellow will participate in a Transition Session that will facilitate their reentry into life in Canada after their four months of intense cross-cultural exchange. They will then hopefully return to their chapters with new energy and knowledge ready to be champions of EWB and development!

Once Professional Fellows have returned to their chapters they will take on a variety of roles; there is not one recipe for success or model for a returned Professional Fellow. Every Professional Fellow is however expected to take on some kind of leadership role where they are able to bring their learning from the summer back to their chapter. A good way to think about it is that the program is designed for Professional Fellows to spend eight months preparing to be champions of development in their chapters; the first four months of learning prior to departure overseas and the second four months overseas working directly on the ground. With this new knowledge on how EWB can have impact and passion to share Professional Fellows are encouraged to find a 'leadership' role at their chapter.

Being a leader in EWB can mean a lot of different things; it can mean that you are part of a chapter executive, that you actively work to promote EWB in the community, or that you attend general chapter meetings and regularly ground them by sharing insights and experiences from overseas.

One of the chapter's returned PFs will also be asked to mentor the PFs selected by the chapter in the following year. The decision on who this will be will depend on a lot of different factors at

each chapter and will be made by the chapter during the year planning process. The Mentor will run monthly meetings with the selected PFs and help accelerate their training, pass on important stories and experiences, and play a role in ensuring that the PFs are prepared physically, emotionally, and mentally for the overseas portion of their Fellowship.

3. Program Schedule

The following are the annual milestones and responsibilities that must be met for participation in the Professional Fellowship program. Milestone dates are approximate and the exact timeline for the program each year can be found in the chapter calendar.

Professional Fellowship Program Schedule	
<i>Milestone</i>	<i>Milestone Date</i>
Foundation Training	End of March
Pre-departure training	First Week of August
Departure	Second week of August
Return	Third week of December
Return de-brief session	Third week of December