



FIG Structured Mentoring Programmes

A combined report of the 2024 programmes
run by the
FIG Africa Regional Network and Young Surveyors Network
and the
Geospatial Council of Australia

Mentornity Software supported by the FIG Foundation

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PART 1:

FIG Mentoring Programme for Africa 2024

1. Introduction

The FIG Mentoring Programme for Africa continues to grow and flourish. Launched as a pilot in 2022 with 25 participants, the programme introduced the Mentornity software for trial in 2023. Its design draws inspiration from the SSSI (now GCA) model, with much of its material sourced from SSSI. The 2024 roll-out marked a significant expansion, accommodating 250 participants, facilitated through the Mentornity platform, with funding support from the FIG Foundation. Operated entirely by volunteers, the programme functions without a dedicated budget, income, or administrative support. This report provides an overview of the 2024 cycle.

2. The Africa Mentoring Programme 2024 Working Group



The 2024 working group comprised four young surveyors and two experienced surveyors from Africa. The group was chaired by Jennifer Whittal, a seasoned surveyor and the immediate past Chair of the FIG Africa Regional Network. The other experienced surveyor was Olumide Adewebi, a prominent industry leader from Nigeria. Representing the young surveyors were David Elegbede (Chair of the FIG Young Surveyors Africa Network), Angela Anyakora (Vice Chair - Technical, FIG YSN), Fridah Mwangi (Vice-Chair of the FIG Young Surveyors Africa Network), and Nozipho Madlala (Chair of YSN South Africa).



The group convened from early February 2024 to prepare for the programme's launch in April. A significant portion of their efforts in March focused on evaluating applications and pairing mentors with mentees. They facilitated two online welcome sessions in early April, addressed pairing adjustments in the initial weeks, and organized two online events for all participants. These events combined engaging activities with educational elements about FIG initiatives.



In the first session, Angela discussed intergenerational collaboration and diversity in the profession, emphasizing the objectives of her Working Group. During the second session, Jennifer provided an overview of FIG's purpose, structure, and ways mentors and mentees can actively participate in FIG initiatives.



3. Innovations in 2024

The 2024 program focused on scaling up, with no new topics introduced and minimal changes to its design. Feedback from mentors and mentees suggested increasing the number of mentees per mentor. This adjustment was implemented in 2024, requiring a new setup on the Mentornity platform to accommodate group mentoring. Initially, each mentor was paired with two mentees.

Group mentoring yielded several positive outcomes:

- The onboarding process was smoother compared to the one-on-one mentoring approach used in 2022 and 2023.
- Some mentors agreed to take on a third mentee during the initial weeks to address issues with unresponsive mentors, ensuring all mentees could continue in the program.
- If a mentee dropped out, the mentor’s time was still effectively utilized, as they had other mentees to work with.

Additionally, instructions for using WhatsApp, Zoom, and Google Meet for mentoring sessions were introduced in 2024. Since Jitsi is the default meeting tool on Mentornity, participants could create links in these alternative apps and paste them into the Mentornity meeting setup. Links to instructional resources were provided to ease this process.

It was mandatory in 2024 for all meetings to be scheduled through Mentornity. In 2022, no software platform was used, and in 2023, many participants bypassed the platform, complicating the collection of program data and certification processes. For 2024, meetings conducted via Mentornity served as the primary source of data for certification purposes.

4. Timeline

February – April	Planning by the Management Team (bi-weekly meetings)
1 - 15 March	Focused marketing and application by interested participants
16 – 27 March	Assessment of applications, grouping, onboarding, & communicating
1 - 14 April	Icebreaker Session: Let’s get to know each other!
6 April	Welcome session (run twice) including training on using Mentornity
15 – 28 April	Topic 1: Time and priority management
29 April – 12 May	Topic 2: Working towards certification
13 May – 26 May	Topic 3: Personal and professional development planning
27 May –9 June	Topic 4: Online session for all participants
1 June	Online event for all participants
10 June – 23 June	Topic 5: Volunteerism and professional leadership
24 June - 7 July	Topic 6: Personal brand and visibility
6 July	Online event for all participants
8 - 14 July	Mentor-Mentees catching up period
31 July	End of programme and submission of evaluation questionnaires
1 - 31 August	Assessment of participation and issuing of certificates
31 August	Mentornity License closes
Sept – Oct	Analysis of data and feedback
30 November	Report to FIG prepared with GCA
Dec 2024 – Jan 2025	Negotiation with Mentornity for license for 2026 and FIG Foundation for funding to support the programmes; request new Mentornity site for 2025; embark on marketing using social media platforms

5. Resources

The following resources were provided to the participants to complement their mentoring journey:

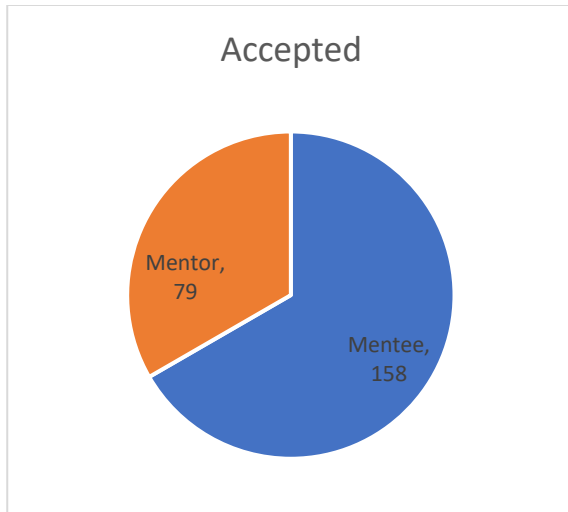
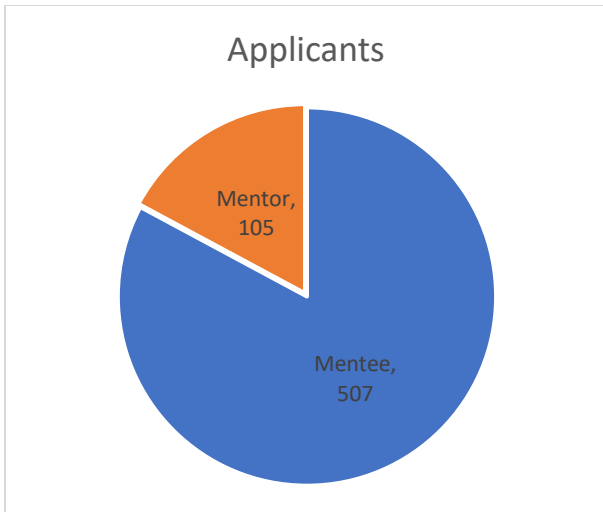
- **Welcome session** (60 minutes ran twice on a Saturday) – A general introduction to the Mentoring programme was hosted by the team. This covered what is expected of participants, how to be a good mentee and mentor, what to do when things go wrong, generations in the workplace, and training on the

use of Mentornity. The training videos and the recording of the session were made available to all participants.

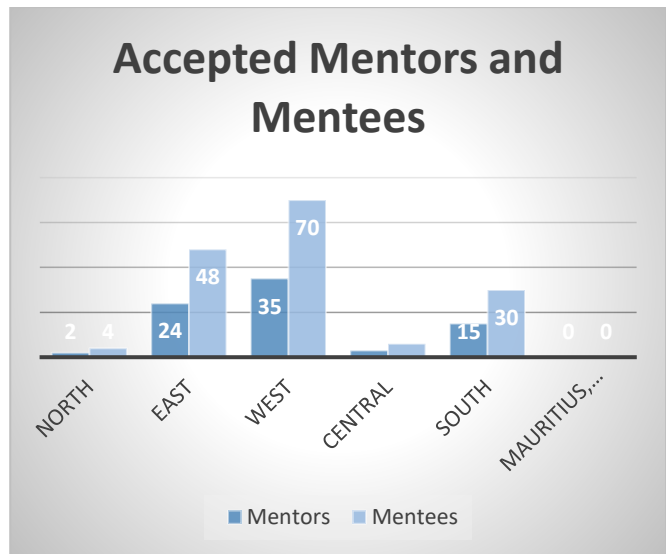
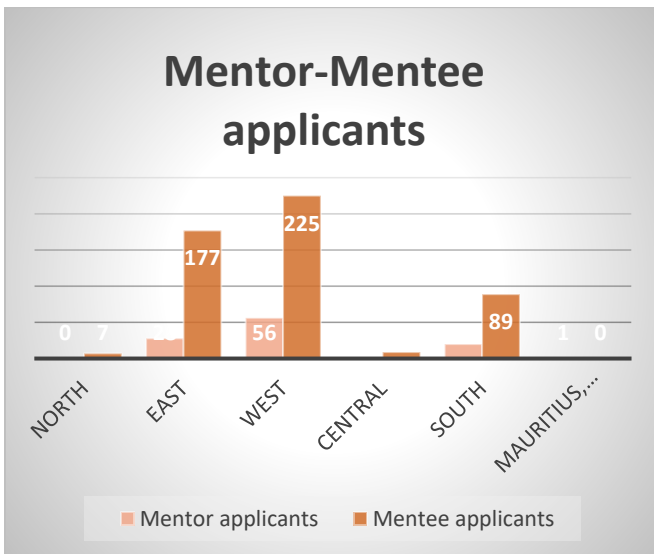
- **Handbook** – This pdf resource provided detailed programme requirements.
- **Topic details and links to online resources** – these are available through Mentornity. In 2024 the following six topics were covered, each one over a two-week period:
 - Time and priority management
 - Working towards certification
 - Personal and professional development planning
 - Networking
 - Volunteerism and professional leadership
 - Personal brand and visibility
- **Online events** – two of these were held for all participants who wished to attend. The team prepared some fun activities and also provided information about the FIG as detailed above.
- **Help** – access to help with Mentornity is provided (not in real time) through their support staff; other types of help is provided by the Team, which can also be delayed due to their work pressures. WhatsApp groups are used to assist both Mentors and Mentees. In the early weeks, one-on-one video meetings were set up to assist those struggling.
- **WhatsApp groups** – since its inception, the Africa programme has used WhatsApp groups for the Team, for the Mentors, and for the Mentees since WhatsApp is the primary communication mechanism in Africa. It is used
 - to assist applicants with the application process
 - for participants to alert the Team to issues
 - to provide mutual support, learning and encouragement
 - to communicate with the mentors and mentees about the programme progression e.g., “Morning all – today you should be starting with Topic 2: Working towards certification – remember that Mentees need to set up a meeting time using the schedule of available times provided by the Mentor. Set up your meeting in this week so that if things do not go as planned, you can use next week to complete the topic”.

6. Applications and acceptance data

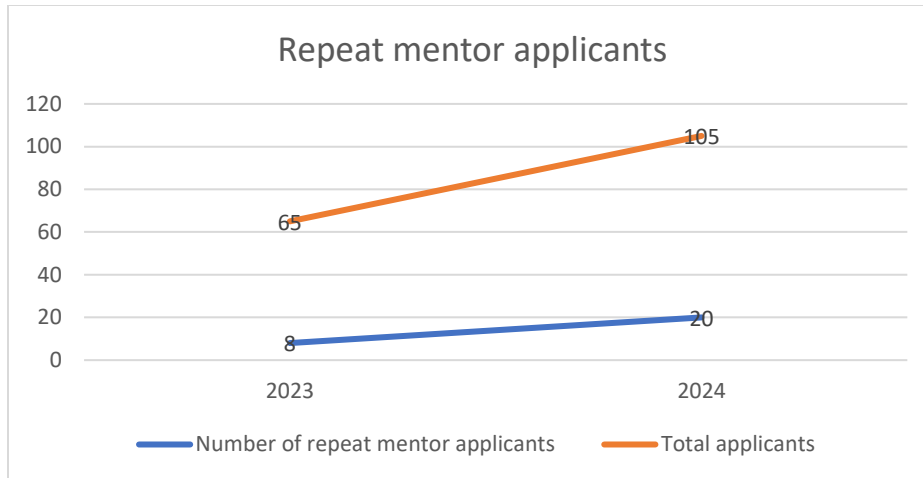
This programme has generated significant interest, as reflected in the tables. Each cycle can accommodate only a small portion of the mentee applicants. In Africa, the programme is fortunate to also attract strong interest from potential mentors.



These applicants are drawn from the West, South and East of Africa predominantly as shown in the next graphs.



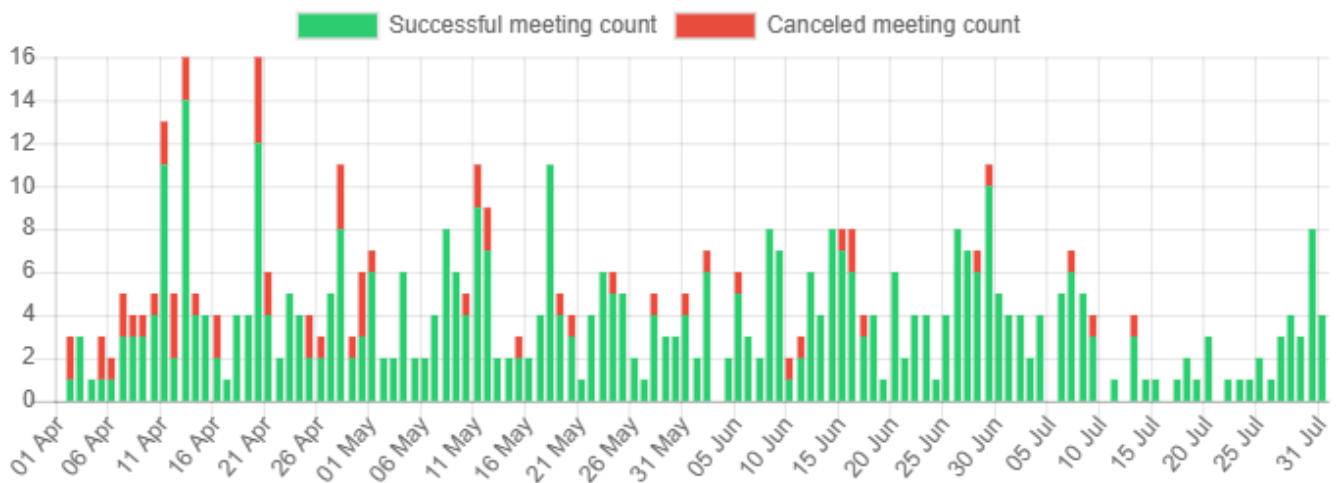
There are an increasing number of mentors who return to the programme – this is a testament to its success – as shown in the next graph.



7. Records of attendance

Mentornity records all the meetings that were held and meetings that were cancelled. This data is available for download in the form of graphs and tables. Some examples are given below.

Daily meeting count graph



The above table shows that there was expected activity during the scheduled weeks for the Ice Breaker Session and Topics 1-6. There was also a great deal of activity as groups completed after the scheduled sessions before the platform was closed down at the end of July 2024.

Session Title	Date	Hour	Mentor	Mentor email	Mentee
Topic 1: TIME AND PRIORITY MANAGEMENT	31 May, 2024	08:00 - 09:30	[REDACTED]	[REDACTED]	E15
Topic 4: NETWORKING	31 May, 2024	09:00 - 10:00	[REDACTED]	[REDACTED]	E11
Topic 3: PERSONAL AND PROFESSIONAL DEVELOPMENT PLANNING	31 May, 2024	12:00 - 13:00	[REDACTED]	[REDACTED]	WCN05
Topic 4: NETWORKING	31 May, 2024	16:00 - 17:00	[REDACTED]	[REDACTED]	E02
Topic 5: VOLUNTEERISM AND PROFESSIONAL LEADERSHIP	31 July, 2024	11:30 - 12:00	[REDACTED]	[REDACTED]	WCN03

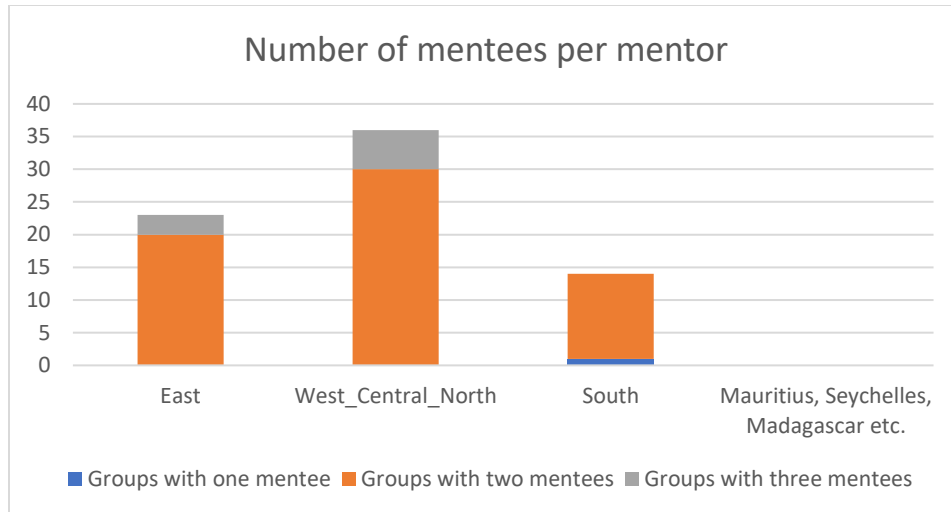
The above is a snapshot of the information on the scheduled meetings for the groups (in this snapshot we see groups E15, E11, WCN05, E02 and WCN03 for the 31 May 2024).

Group	System Join Date	Last Meeting Date	Total Meeting Count	Total Mentor Count	Mentor	Mentor Meeting Count
E20	25 March, 2024	19 July, 2024	7	1	[REDACTED]	7
E12	25 March, 2024	28 June, 2024	7	1	[REDACTED]	7
WCN02	25 March, 2024	27 July, 2024	7	1	[REDACTED]	7
S04	25 March, 2024	30 June, 2024	7	1	[REDACTED]	7
S14	25 March, 2024	07 July, 2024	7	1	[REDACTED]	7
E18	25 March, 2024	13 July, 2024	7	1	[REDACTED]	7

The above is a snapshot showing the activity date range for each group. As an example, in this snapshot we see that group E20 joined Mentornity on the 25th March and met right up until the 19th July. It also shows that group E20 met seven times during the course of the programme. It is noted that if groups have had their first meeting on a topic through Mentornity, they may still have a follow up meeting off the platform in order to continue the conversation. This is in order as they have met the minimum requirement for holding a meeting on the Topic on Mentornity.

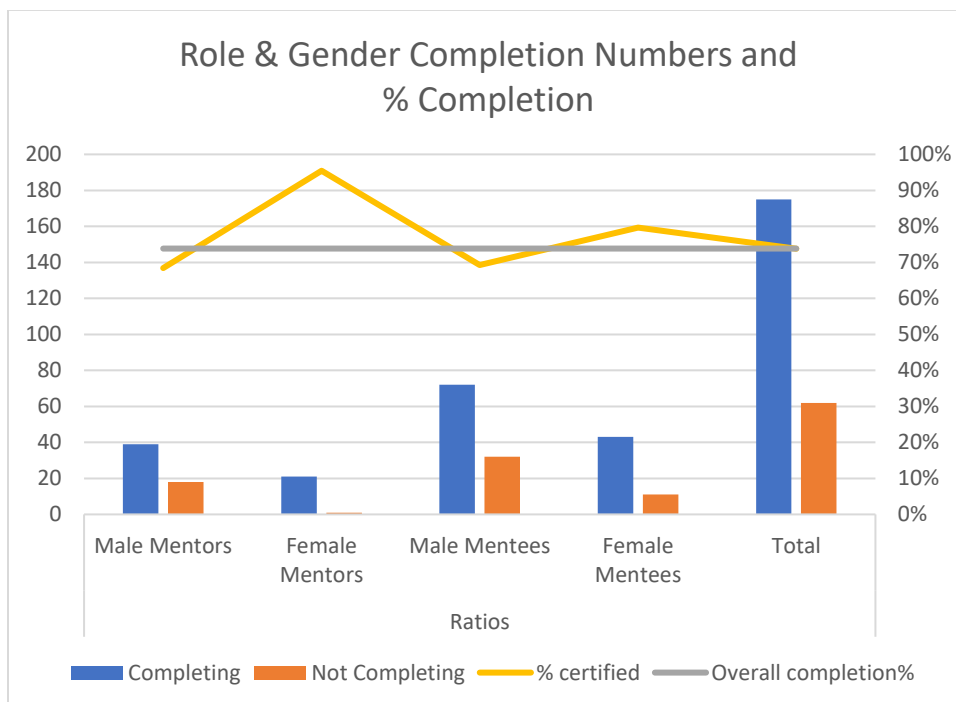
8. Uptake and completion

By week five of the programme, most participants have settled, and groups are stable. Any shuffling between groups has been undertaken. No changes to the participants in groups are accommodated for the rest of the programme. The next table shows how many groups had one, two or even three mentees after the reshuffling was complete.



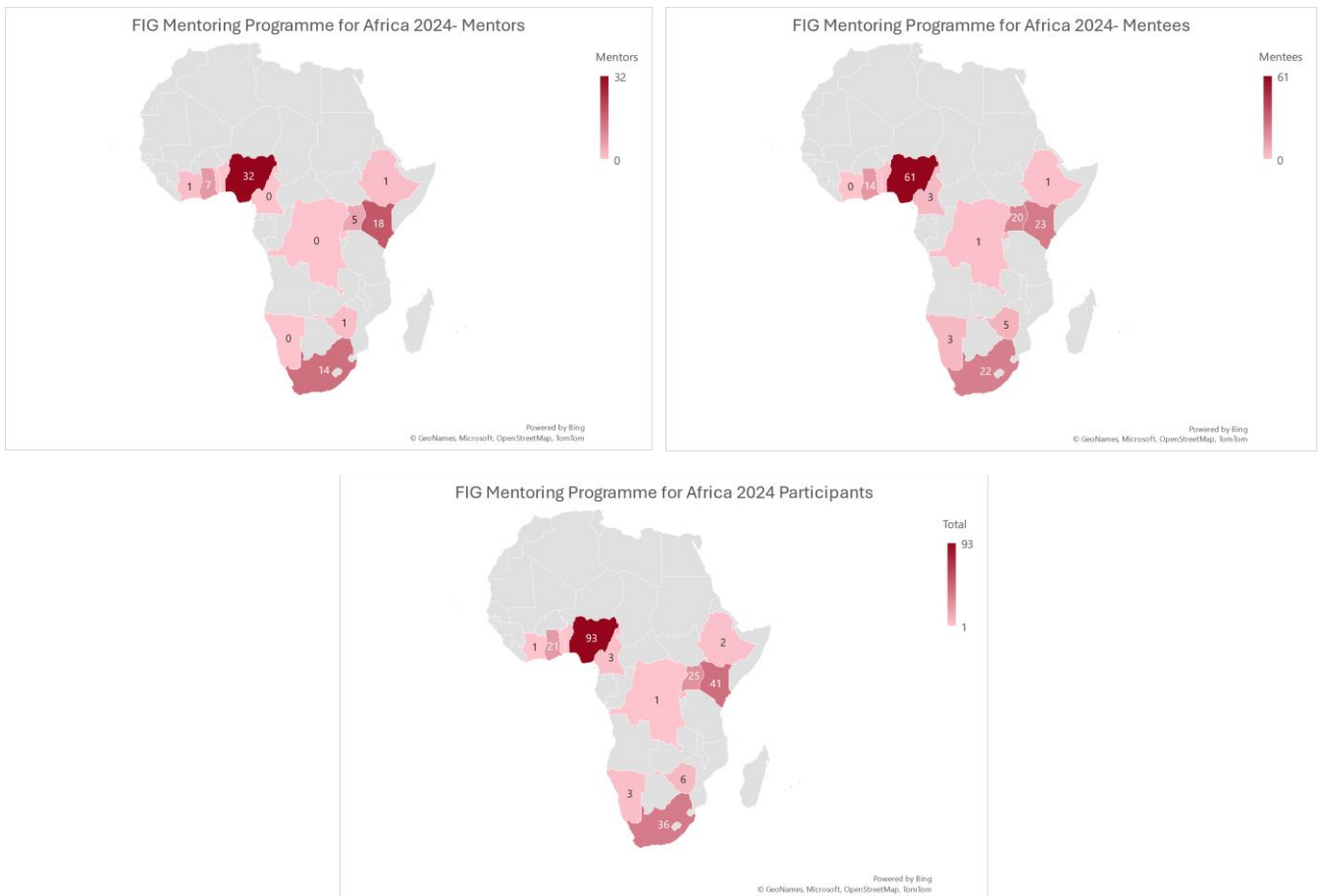
After completing the programme, the Team assesses participation for certification. Groups and individuals needed to have met at least five times during the course of the programme in order to be certified. The evidence for this was derived from Mentornity reports as well as the feedback forms of both mentors and mentees. Where the data was inconsistent, this was corroborated by contacting the group members individually. Where a participant is certified, they are considered to have completed the programme, even though they may not have completed all of the topics. Mentors and mentees often build lasting relationships and continue the process after the formal programme is completed if they have outstanding sessions to cover.

It is instructive to assess the completion of the programme by gender. The following chart reflects that female mentors and mentees have higher completion rates than their male counterparts. 95% of female mentees compared to 68% of male mentors completed. 80% of female mentees compared to 69% male mentees completed. The average completion rate of all participants was 74%.



9. Geographical reach

The following maps show the locations of our mentors, mentees, and all participants. It is noted that expansion into North and Central Africa should be a medium-term goal for the programme. Language barriers (Arabic, French and Portuguese) are impediments to expansion. In addition, the FIG ARN and FIG YSN footprint in Africa largely matches the footprint of the mentoring programme. Expanding the Mentoring Programme for Africa into these new regions should be part of a larger plan to expand the FIG ARN and FIG YSN into these areas. Mentornity will include French options soon, so including Francophone Africa (including island states) may be a good place to start. It is hoped that knowledge about the FIG in these regions will be improved and lead to an uptake in FIG member associations from hitherto unrepresented regions of Africa.



10. Completion survey and feedback conducted on Mentornity

Mentees - 86 respondents:

Average rating for the whole programme: 4.9/5

Commendations:

- Team availability to meet to help with their issues
- Well-organised
- Networking opportunities across borders (Africa Connect) through this programme. Games.
- Topics - very enjoyable, eye-opening, informative and useful. Helps with professional challenges and forward planning.

- Motivation now to register as a professional and work on my goals. “Strategic guidance on planning my career and setting goals”.
- Better understanding of the need for both hard and soft skills
- Role model in my mentor. Mentor shared experiences, mistakes and overcoming these.
- “the organisers really are passionate about seeing change and creating leaders”
- “I can really say, its one of the best things that ever happened to me”
- “now I have confidence to approach people and companies for job opportunities and happily volunteering, as I know the benefits”
- “The open communication and encouragement throughout the sessions fostered a supportive learning environment.”
- “Enjoyed all aspects of the programme from the beginning to the last meeting where there were expository presentation on FIG and the subgroups.”

Problems experienced:

- Jitsi Meet – stability and sound issues. Other options such as Google Meet were then used.
- Many experience network problems on their side. One reported electricity problems. This is outside of the control of the Team.
- Pairing of mentors and mentees – one respondent appeared to have an issue
- Mentors and mentees should be from the same branch of surveying

Suggestions for upcoming programmes:

- Hold Welcome and Online sessions not only on Saturdays to enable more participation
- Add a concluding online event
- Issue certificates sooner after the closing of the programme
- Add fun activities for mentees to do to reinforce the topics. Practical sessions should be added within a timeline.
- Mentee experience sharing would be valuable. Regional and national social media platforms would also be good.
- Topics that could be added to the programme: Soft skills, Financial literacy, Office etiquette, Business management and Negotiation. There should be ten topics.
- Physical meetings would be better than online – at least once in the programme year.
- FIG should have their own platform for connecting mentors and mentee and the platform should be open indefinitely

Mentors - 43 respondents:

Average rating for the whole programme: 4.9/5

Commendations:

- Application process was seamless; welcome session “very educational and set the tone for the programme. It provided the necessary information needed for a successful mentorship”
- The WhatsApp groups were a good way to communicate and receive updates – the management team were easy to reach. “The management team members were always available and ready to help. Timely and clear emails and WhatsApp messages were received.”
- Great online events especially the games, quiz and “Who wants to be a millionaire”
- “The sharing, the learning and the growth I felt in my mentees was tremendous”

- Diversity – learning about different cultures in Africa and from those residing outside of Africa; “it was really nice to interact with young people and get the new brilliant ideas”
- The interactions on the Mentors’ WhatsApp group – interesting and inspiring – gained new perspectives
- Learnt a lot from the Topics myself

Problems experienced:

- Jitsi Meet – stability and sound issues. Other options such as Google Meet were then used.
- Difficult to extend a meeting or reschedule if the topic is not exhausted
- About half of the Mentees did not find Mentornity user-friendly, the others found it easy to use
- Many experience network problems on their side. This is outside of the control of the management Team

Suggestions for upcoming programmes:

- Hold Welcome and Online sessions not only on Saturdays to enable more participation
- Everyone should introduce themselves in the online sessions (the Team thinks this would take up the whole meeting time with 250 participants)
- Mentor-only online sessions to share experiences
- Prepare the Topic notes in PDF and share these outside of Mentornity
- Mentors and mentees should be from the same branch of surveying
- Better marketing - the programme needs a digital footprint accessed by young people
- Mentors and mentees should be paired from within one country (but many mentees reported enjoying the international flavour/experiences)
- Add a workshop on professional ethics; new topic - basic emotional intelligence skills
- A feedback survey should be conducted half-way through the programme
- Each Mentee should report on each Topic, at that time, so that their progress can be monitored
- Increase the number of participants – each Mentor can handle 3-5 Mentees

Apart from the formal feedback on Mentornity, there was a great deal of positive feedback and thanks, particularly on the Mentees WhatsApp group. Because of the nature of that group, this feedback is not reflected here, but is so encouraging to the Team and to all the other participants.

11. Looking forward to 2025 ...

The Team, consisting entirely of volunteers, is unable to increase the numbers of participants as this will be beyond their management capacity. Based on the feedback, some changes to the programme will be considered in 2025:

- Holding the online sessions on a Saturday and on a Friday or Sunday, rather than twice on a Saturday
- Adding some new Topics and allowing some flexibility for the Groups to decide on the topics they wish to cover
- Matching mentors and mentees – do not compromise in pairing outside of domains of surveying
- Adding some fun practical activities for mentees to do to reinforce the topics
- Ensure that all participants are fully familiar with how to link meetings on other platforms (such as Google Meet, Zoom and WhatsApp) onto the Mentornity meeting schedule
- Prepare some dedicated videos of how to do certain common things in Mentornity. We also need one on how to access Mentornity to share on the WhatsApp groups as some folk cannot even find the site login
- Add Mentor-only online event for an open time of sharing experiences

- In 2022 we had the Topic information in the Handbook. We can prepare a Mentor's handbook and another for the Mentees. These can then contain the Topic information and links. This will assist participants to prepare for the sessions when they are not online (frequently in Africa)
- Start marketing the programme on social media platforms from December in the previous year. Create a WhatsApp group for those who wish to apply as was done in 2024 – this assists in timely notification of the application link and opening date, as well as a means to communicate with applicants and assist them where necessary
- A feedback survey should be conducted half-way through the programme – this is entirely possible on Mentornity, but making fundamental changes to the programme design mid-cycle will not be possible – we will need to manage expectations
- After each topic, each Mentee should prepare a short report so that their progress can be monitored

PTO to Part 2

PART 2:

Geospatial Council of Australia Mentoring Program 2024

1. The GSC Mentoring Program 2024 Working Group

Now in its seventh year, the 2024 GCA Mentoring Program continued to attract enthusiasm and commitment from GCA members and non-members across Australia and the Asia Pacific region, representing diverse sectors of the geospatial industry as both mentors and mentees.

This year the GCA Mentoring Program was led by **Ben Gan** with a team including **Yvette Bevis, John Oanes, Simon Xu** and **Henrique Reis**. The Working Group was privileged to have the guidance and advice of GCA Member and Chair of the FIG 2025 Working Week Local Organising Committee, **Peter James**. This Working Group was supported by two GCA staff members who worked closely with the Mentoring Working Group.



Peter James



Ben Gan



Yvette Bevis



John Oanes



Simon Xu



Henrique Reis

The Working Group met almost weekly throughout the program from February 2024 to September 2024. This enabled the group to structure the delivery of the program - from planning the timeline, designing the questions on the application forms, carefully reviewing the mentor-mentee matches, refreshing the program keycards, and developing a communications plan. As the mentoring program approached its conclusion, the committee was actively engaged in evaluating the pairs' outcome reports and finalising preparations leading up to the graduation session.

2. Innovations in 2024

The Working Group approached Peter James to be this year's advisor and the outcome for the Working Group has been overwhelmingly positive. Peter James brought a wealth of knowledge and expertise, which proved invaluable in decision-making. His insights helped the group navigate challenges more effectively and enhanced overall program efficiency.

GCA created social media banners specifically for the program. These gave participants ready-to-use tiles which could be posted on their social media, announcing their involvement in this year's program either as a mentor or mentee.

The social media posts aimed to raise the profile and impact of the mentoring program, hoping the excitement would inspire others to seek mentoring in the next cycle.



3. Timeline

Below is the program timeline of approximately eight months, from preparations

Activity	2024 Dates
Establish program structure and timeline	26 February
Mentorship setup	4 March
Marketing	12 March
Applications open (4 weeks)	12 March
Keycards finalised	27 March
Applications close	15 April
Finalise matches in Mentorship	24 April
Communication to pairs	8 May
Welcome	16 May
Program commences	31 May
Online networking	27 June
Industry roundtable	1 August
Program ends	23 August
Acknowledgement and online celebration	12 September
Participant feedback closes	20 September
Debrief	2 October

4. Resources

a. Resource Pack

The program resources were organised into a Resource Pack for mentors and mentees. The pack included: (1) handbook, (2) topic keycards, (3) social media banners and wording and (4) a recording of the Welcome Session.

b. Keycards

Participants in the Mentoring Program could select five topics from a list of 14. The topics, focusing on soft skills, were categorised as follows:

Career Development and Advancement

- Topic 1 - Career development

- Topic 2 - The value of entrepreneurship
- Topic 3 - Personal branding and the importance of certification
- Topic 4 - Transitioning across disciplines and between jobs

Leadership, Teamwork and Project Management

- Topic 5 - Networking with peers and clients
- Topic 6 - Teamwork and communication
- Topic 7 - Leadership and influence
- Topic 8 - Project and people management

Industry Trends and Innovation

- Topic 9 - Understanding industry trends
- Topic 10 - How to broaden the geospatial industry
- Topic 11 - Emerging technologies

Professional Development and Wellbeing

- Topic 12 - Work-life balance
- Topic 13 - Dealing with uncertainty
- Topic 14 - Ethics and professionalism

c. Dedicated Email Address

GCA provided a dedicated email address for all participants to use during the program. This email account was managed by GCA staff member Julie Fairman. Any questions requiring discussions and decision-making were tabled during the weekly meetings.

5. Application and acceptance data

The Mentor and Mentee application forms were reviewed and refreshed for 2024. The focus was to streamline the questions to improve the pairing outcome in Mentornity. A small number of matches were manually changed in Mentornity to improve compatibility.

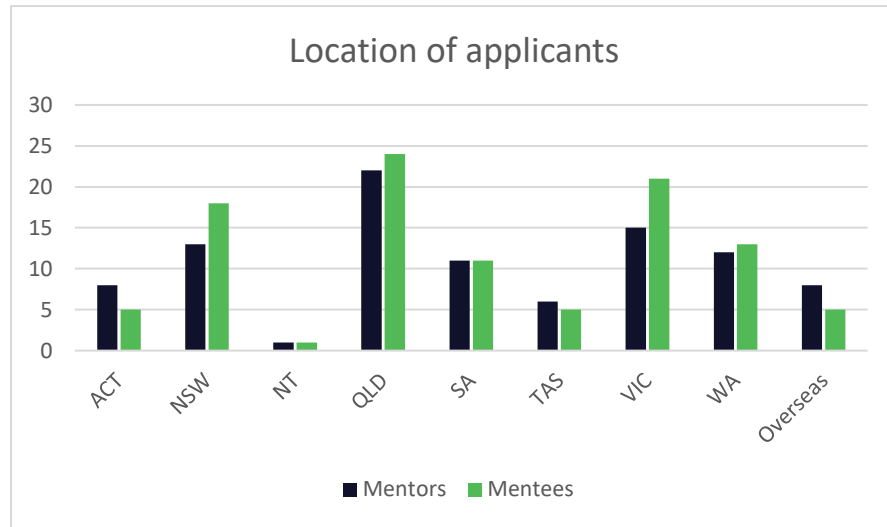
The 2024 program attracted 229 applications – 101 mentors and 128 mentees. However, 96 mentors and 103 mentees (199 total) were accepted. Reasons for rejecting applicants included incomplete or error in the application form, impractical time zone difference, and/or unpaid non-member applications. Two applications were transferred to the GCA Hydrographic Surveying Coaching Program which specifically focuses on guiding professionals to Level 1 and Level 2 Hydrographic Surveying certification.

6. Uptake and completion

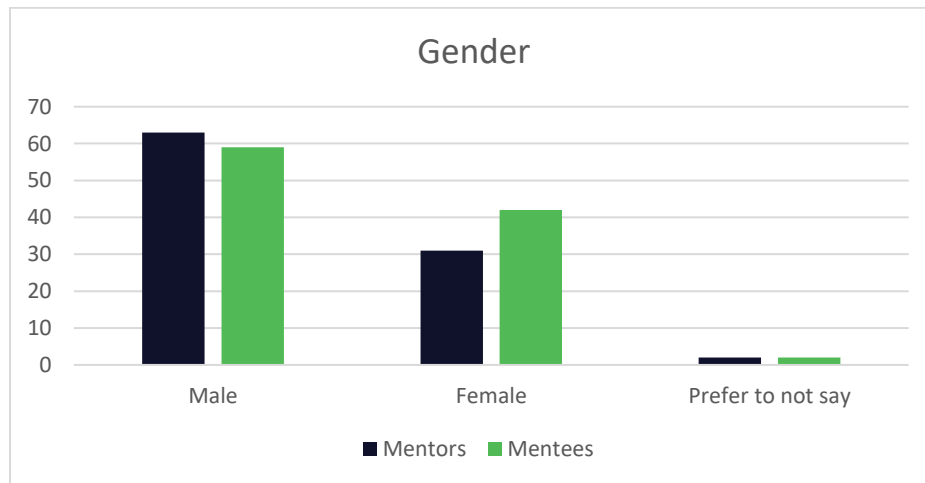
The program commenced with 199 participants. Several mentors had indicated that they were willing to accept two mentees, and this allowed the Working Group to assign two mentees to these mentors. Approximately two-thirds of the accepted participants successfully completed the program, and the remaining participants concluded the program without completing the required report.

7. Geographical and demographic reach

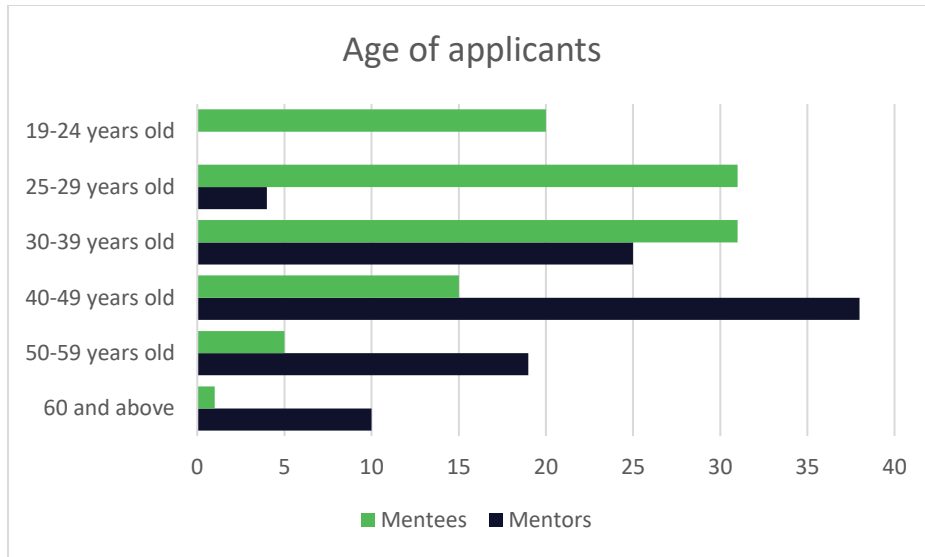
The following charts are based on 199 applicants accepted into the program:



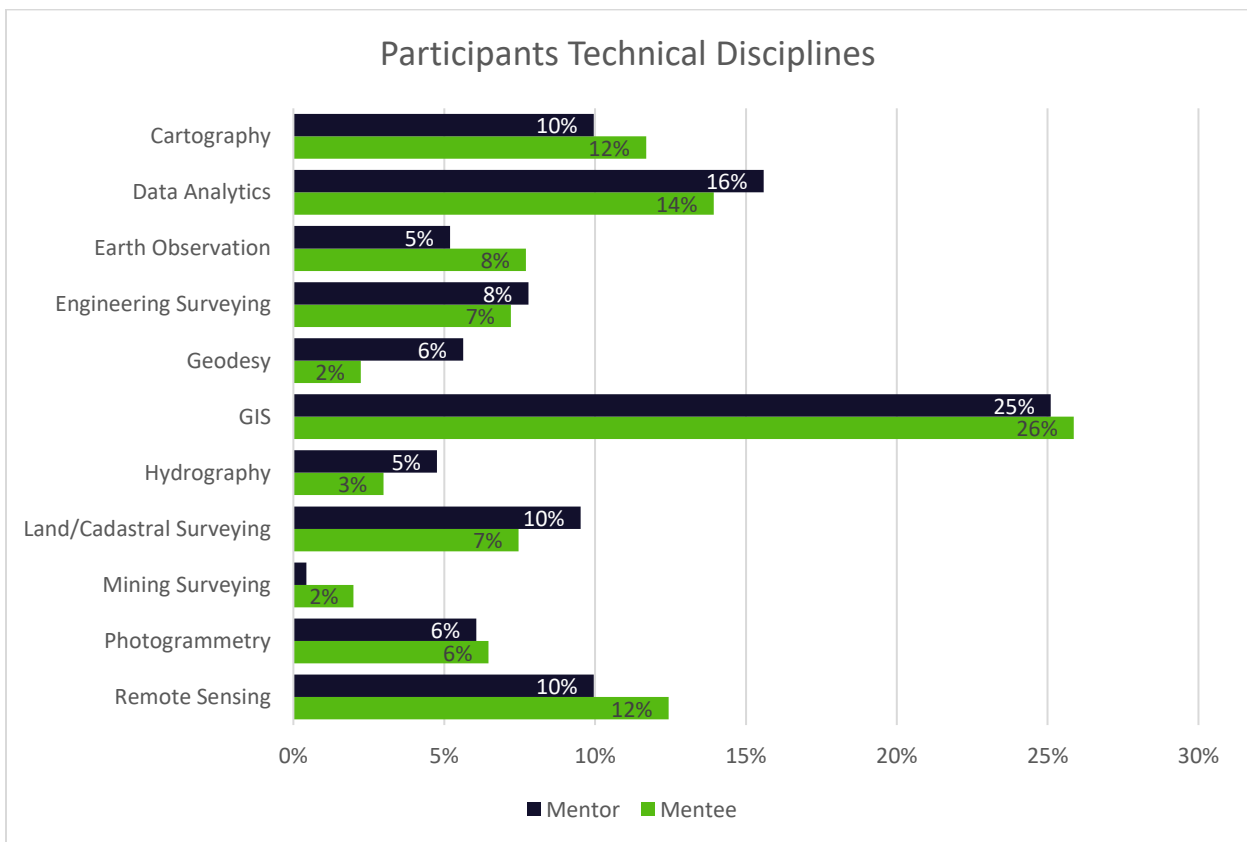
Participants came from across Australia with the largest number of participants from sunny Queensland, followed by Victoria, then NSW. GCA also welcomed international participants from the Pacific Region.



While the geospatial and surveying professions trend as male-dominant industry-wide, the difference in the number of male and female participants were not significant. However, we note the number of female mentors were half the number of male mentors.



Expectedly, in terms of age, mentors were older and experienced professionals. Mentee participants ranged from new graduates, early-career, mid-career to late-career individuals. It may be accepted that participants find mentoring helpful throughout one's career, but particularly in the early stages in the industry.



The technical disciplines of mentors and mentees were nearly identical. The strongest representation on the program came from GIS professionals, and a large number from the combined data analytics, cartography,

remote sensing and land surveying sectors. While the close correspondence of the mentor and mentee technical disciplines appears to be helpful in the mentor-mentee matching task, other factors for matching were considered, such as location (different time zones) of the mentor and mentee, and their preference for a match with someone of a specific technical discipline. These were accommodated where possible.

8. The Mentornity software platform

The 2024 GCA Mentoring Program used Mentornity as its platform. Whilst the automated matching helped to an extent, the Working Group still spent a considerable amount of time reviewing the matches generated by Mentornity and manually re-matching the participants. For the 2025 program, the Working Group is considering the usage of a script developed to more closely match participants prior to the adoption of Mentornity.

9. Online events

Due to the number of new volunteers in the 2024 Working Group, it was decided that the group would focus on improving the program events of 2023. The Welcome Session, Speed Networking Event and the Industry Roundtable Event remained largely unchanged. Updates in 2024 included new panelists for the Roundtable Event, and “dry runs” prior to the actual event to gather feedback on the presentation PowerPoint slides or the performance of the event emcee.

The Mentoring Graduation Event returned in 2024 following requests for a closed-out event after its omission in 2023. In 2023, the Graduation Event was incorporated into GCA’s end-of-year Christmas meet-up for each State and Territory, however, overseas participants were unable to participate. In response to requests, the 2024 Working Group hosted the graduation event online and saw an attendance of about 50 participants. The names of each mentor and mentee were called out, and all were congratulated for their participation and completion of the program.

10. Completion survey and feedback

The feedback and comments received from participants of the mentoring program have been invaluable in shaping its ongoing success and improvement. By listening to mentors and mentees, the program continues to evolve, ensuring it continues to foster meaningful connections and mentoring journeys.

Some of the feedback received:

“Learning things outside of university.”

“The mentor I was partnered with was great. I found our conversations stimulating and enjoyable. I think it was well organised with the right amount of structure and the right amount of freedom.”

“The structured starting points for conversations were welcome as a launch pad that provided nice prompts for each session. I enjoyed interacting with my mentee and being able to share my stories and perspectives.”

11. Looking forward to 2025 ...

a. Proposed Meet-Up at Locate25 and FIG Working Week 2025 in Brisbane

The Working Group frequently received requests to organise in-person meet-ups for program participants. While the group is supportive of such initiatives and recognises their value in fostering connections among participants, coordinating these events across all Australian States and Territories proved to be an overwhelming task for the group to manage.

As an alternative, the Working Group is considering hosting an in-person event at Locate25 (combined with the FIG Working Week 2025) for past, current, and incoming mentors and mentees. This effort, supported by the current Mentoring Program advisor, Peter James, aims to bring the community together. Although it's understood that not everyone will be able to attend Locate25, the event presents a valuable opportunity to gather interested parties, including FIG delegates, in one place. The association with FIG's prestigious platform would also enhance the program's visibility and recognition among both local and international attendees.

b. Another industry expert as an advisor

Industry experts bring a wealth of experience and specialised knowledge to the mentoring program. Their experience and insights can inform the program's design, which participants can bring to real-world scenarios.

Having Peter James as an advisor on the program allowed for a more robust evaluation of the mentoring program, providing an objective perspective and constructive feedback on the program as well as valuable advice. Peter also served as a role model and a mentor for all members of the Working Group during his time as the program advisor.

With so many positive outcomes for the group, the members will seek to involve another industry expert as the advisor for 2025, as Peter has stepped down due to his professional commitments, as well as his involvement in FIG Working Week 2025 in Brisbane.

c. New Working Group Members

The Call for Volunteers campaign began soon after the conclusion of the Mentoring Program. Two members stepped down from the group due to professional and personal commitments and this opened the opportunity for new members to join the committee. The call for volunteers at the graduation event and social media attracted over 45 responses.

d. Australian Spatial Analytics

As part of the GCA and Australia Spatial Analytics (ASA) partnership, GCA is pleased to be able to work closely with ASA and involve ASA staff and neurodivergent individuals on the Mentoring Program for professional growth. The partnership aims to create opportunities for meaningful connections, shared learning and the promotion of innovation and inclusivity across the spatial industry.

The Working Group looks forward to organising and delivering next year's mentoring program, aiming to build on past successes and create a meaningful experience for all participants.

PTO to Part 3

PART 3:

Overall governance, management and administration of FIG mentoring programmes

1. Budget for 2025

From 2025, North America will begin a pilot programme under the auspices of the National Society of Professional Surveyors (NSPS), a member association of the FIG, and the FIG YS North America Network (also called the NSPS YSN). This pilot programme is expected to include participants from within the USA, Canada and Puerto Rico. For 2025, the North American programme will run without Mentornity with the aim to come on stream with the software in their second round. The GCA Mentoring Program and the FIG Mentoring Programme for Africa each use 250 participants of a 500 participant 6-month Mentornity license. When the new programme in North America upscales and uses Mentornity (or equivalent), a larger license can be considered. This means that an **estimated cost of € 2600 (US\$ 2700) is budgeted for Mentornity software for 2025 supporting two regional programmes**. At the 2024 meeting of the FIG Foundation Board, ongoing support for the FIG Mentoring programmes was assured beyond the initially agreed five-year mark. The following table illustrates the choice of a 500 or 1000 user license for 2025 and the expected costs to the FIG Foundation in support of the Mentornity license from 2026 – 2028 using a 10% projected annual increase.

Duration of license (months)	10% increase pa		Euros		US Dollars	
			Basic package	Basic package	Basic package	Basic package
6	2025	Quoted	€ 2 550.00	\$ 2 656.34	500 user license for 6 months	
6	OR 2025	Quoted	€ 3 864.00	\$ 4 025.13	1000 user license for 6 months	
6	2026	Predicted	€ 4 675.44	\$ 4 870.41	1000 user license for 6 months	
6	2027	Predicted	€ 5 142.98	\$ 5 357.45	1000 user license for 6 months	
6	2028	Predicted	€ 5 657.28	\$ 5 893.19	1000 user license for 6 months	

2. Future governance and administration

a. Who are the parties?

The FIG (overall body) and the FIG Foundation (funds mentoring software) are parties in the functioning of the mentoring programmes. The regional parties currently involved in running structured mentoring programmes under the auspices of the FIG are the GCA, the FIG ARN and the FIG YSN, soon to be joined by the NSPS and its YSN. These are very different organisations as highlighted below:

i. FIG Africa Regional Network (ARN)

As a Regional Capacity Development Network of the FIG, the ARN does not have a formal governance structure, has no bank account and so collects no fees and pays no invoices. The network consists of a fluid grouping of individuals in Africa. These are typically the presidents of the various FIG member associations, young surveyor leadership, and includes key representatives from countries with no affiliation yet with FIG but who wish to participate. There is no formal membership or list of members. A contact list may only be stored on the computers of the FIG office in Denmark and so all email correspondence must go through that office. The ARN thus uses social media as a preferred communication method. This is principally through a WhatsApp group while Facebook and LinkedIn pages are also used. The ARN and the Young Surveyors Network (YSN) were key parties to the launch and management of the FIG Mentoring Programme for Africa.

ii. **The FIG Young Surveyors' Network (FIG YSN) and its regional expressions**

The FIG YSN and its regional expressions, are networks. Focused on young surveyors internationally, the organization is an example of volunteerism in practice. The FIG YSN is not a legal personality, has no budget and charges no fees. Activities of the FIG YSN that require financing rely on the support of member associations and/or donations.

iii. **The Geospatial Council of Australia (GCA)**

The GCA is a national body focused on professionals practicing in Australia. It is a member association of the FIG has office personnel, a legal personality and charges membership fees and participation fees. The organization is well-resourced.

iv. **The National Society of Professional Surveyors (NSPS)**

The NSPS is a national body focused on professionals practicing in the USA. The national YSN is called NSPS YSN. Membership of the NSPS has paid membership, while it is automatic for members of state survey societies/associations. The organization is a legal personality, has office personnel, and is well-resourced.

Because of the diverse nature of the parties administering FIG-affiliate mentoring programmes, there is a need for decisions about governance and administration to be decided to oversee programmes under the FIG banner.

b. Governance

As this initiative matures and expands globally, it is **necessary to have clear governance within the FIG structure**. Reporting and oversight is necessary for initiatives such as this. Although these programmes are currently of great credit to the FIG and align with many of its goals, there is risk to the FIG in future if the programmes are not governed effectively. At the moment, reporting is managed by the Africa programme chair and is principally to the FIG Foundation since there is accountability to the FIG Foundation for the software purchase each year. However, the FIG Foundation is probably not suitable for the ongoing overall governance of the programmes.

In addition to a reporting/oversight structure within the FIG, a coordinating role is required to undertake:

- planning/coordination between the regional programme teams
- ongoing negotiation for support to cover an annual software license shared by all regional programmes
- collating the regional annual programme reports into a combined report
- quality control and brand development

The current mentoring programmes **appeal to the FIG EXCO to consider and finalize governance** of these programmes before the FIG Congress in 2026.

c. Principles/rules, design etc.

Following on the lead of the GCA (formerly the SSSI) a set of principles and design aspects were adopted from that programme which had been operating for some years. It is necessary for the brand *FIG Mentoring Programmes* to have some ground-rules/principles and common minimum design criteria in order to grow the brand identity and minimize brand risk.

Common aspects shared between the GCA and Africa programmes thus far are:

- run by organisations affiliated with the FIG (networks and member associations);
- delivered to a geographical region, not only at national level (Australia – Pacific; Africa);
- run by a team/committee for each year. To be considered are: the constitution of these committees including seasoned and young surveyors; drawing a new Chair from those who have served as committee members; committee members serving for more than one year at a time in order to build on knowledge, ensure continuity, and deliver quality; appointing the Chair in the year of the FIG Congresses to serve a maximum of two terms (8 years);
- that no Committee member, Chair, Mentor or Mentee will be remunerated for administering or participating in the mentoring programme;
- the coordination of the dates over which the programmes will run in different regions so as to save costs on the mentoring software;
- design as structured programmes in which participants mainly meet online to discuss set Topics;
- design includes supporting material to guide participants on the Topics;
- that mentors and mentees are paired, or placed into groups, based on criteria which may vary from region to region. There may be one mentor to one – three mentees;
- designed to include online gatherings in which all participants, or mentors and mentees separately, are invited;
- the drafting of a combined annual report to the FIG Foundation and the FIG President;
- sharing of the Mentornity software platform supported financially by the FIG Foundation. The software agreement is signed annually so the parties are not bound to Mentornity.

The NSPS and their YSN are encouraged to adopt these aspects in their design of their 2025 pilot programme. Once the governance of the programmes is clear, it will be easier to agree on a set of common principles/rules and design aspects to guide all programmes affiliated with the FIG.

END OF REPORT