

## Mentorship Programme 2026

The YPG mentorship programme was initiated in the beginning of 2015 and fully launched at **the** ISWA World Congress in Antwerp that same year.

The idea behind this initiative is to connect Young Professionals with ISWA's **senior** experts and leaders, i.e. those serving on the Board and the Scientific and Technical Committee of ISWA.

This connection should enable the Young Professionals to seek advice from their mentors in their career development as well as in technical content of their work or studies.

"The mentorship program was very useful to understand the circular economy sector in Latin America. My mentor Rodrigo was very helpful and easy to approach. I learnt a lot from him and we also collaborated to organise a webinar on EPR in Latin America together with Be waste wise. I have now started my company in the sector in Colombia and am working on several projects in the LATAM region".

*Vishwas Vidyaranya, Cofounder, Ambire Environmental Engineering Solutions*

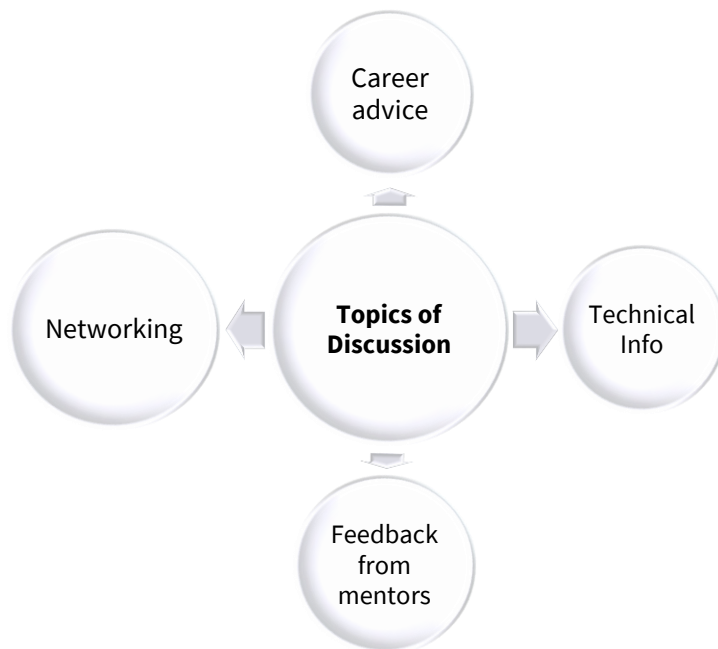
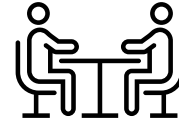
"It has been a privilege to collaborate with Mentorship Program and meet young people committed to building a better future, in which proper waste management is an ambition to improve the quality of life for all. With this program I learn and help, and everyone wins."

*Ana Loureiro, Communication director, ISWA Board member*

## WHAT CAN YOU EXPECT?

For both sides – mentors and mentees – the YPG mentorship programme can be an inspiring interaction between young professionals and experienced waste management professionals.

What the programme looks like for the mentorship pairs is entirely up to their agreement prior to the start of the programme and their further communication. However, the following experiences from the last year can provide you with a rough idea what you could expect from the programme.



### *Topics of Discussion*

In the past, the main topics raised in the mentorship programme were career advice and technical information. Feedback from the mentors, networking, review of an application and various other requests have been part of discussions as well.

According to feedback, the mentors generally expect to invest between 3-15 hours throughout the year.

## *Mode & Frequency of Discussion*

The modes of communication are up to the pairs of mentors & mentees and may include (online) meetings, phone calls or email exchanges. Due to the developments regarding COVID-19, in-person meetings do not seem likely in the near future. However, once this is a possibility, it could be a good idea to schedule in-person meetings during major ISWA events like the ISWA World Congress or IFAT.

The frequency and number of meetings/exchanges between the mentees and mentors can vary between mentorship pairs. Most have exchanges every 2 months while some mentees develop closer and more frequent relationships with their mentors.

## PROCEDURE

### Creating a Poll of mentors

As a first step, the ISWA General Secretariat will ask experienced professionals from the ISWA network for their availability to the mentorship programme.

The mentors will mainly – but not exclusively – be recruited from ISWA's working groups and other institutions like the Board and the Scientific Technical Committee. They will be grouped according to different topics so they can easily be matched with the interests of the mentees.

These topics include:

|                                              |
|----------------------------------------------|
| Bio-waste Treatment                          |
| Climate Change and Waste Management          |
| Collection and Transportation Technology     |
| Communication Issues                         |
| Energy Recovery                              |
| Social Issues / Informal Sector              |
| Governance & Legal Issues                    |
| Hazardous Waste / E-Waste / Healthcare Waste |
| Landfilling                                  |
| Recycling and Waste Minimisation             |
| Entrepreneurship                             |

### *Application of mentees*

Once an overview of possible mentors is available, this will be send out to the YPG. The young professionals have the possibility to apply for the mentorship programme by returning a form with some details about their expectations and plans for the upcoming year, among others. The form will ask for their background, their plans for the upcoming year, their expectations about the mentorship programme and their top three preferred mentors from the list. All the information has to be sent to [ypg-mentors@iswa.org](mailto:ypg-mentors@iswa.org).

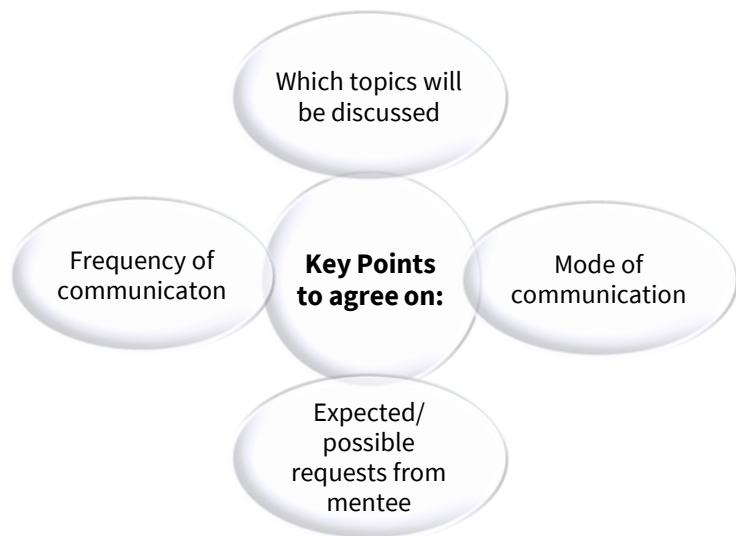
There will be a cap on mentees accepted, based on the number of mentors available. When the number of mentees exceeds the cap, a lottery will decide who can join the programme.

### *Matching of the mentors & mentees*

Once the pools of mentors and mentees are ready, the members of the YPG mentorship team, with the support of the ISWA General Secretariat, will finalize the matching and inform the mentors and mentees.

## Initial meeting of the mentee & mentor

Once the mentees are informed who their mentor will be, the mentee will be asked to schedule a first (online) meeting with the mentor. This first meeting is key for a successful mentorship programme for both sides as it a) determines the individual structure of the programme, and b) aligns the expectations. During this initial meeting the mentor and the mentee should agree on:



## During the programme

Please keep in mind that the mentee will be expected to take the initiative in this mentorship programme, it is up to the mentee to initiate calls.

If you have any problems or questions regarding the programme, you can contact the management team of the mentorship programme. They will be happy to support and mediate between the mentees and mentors.

The mentorship team will be asking for feedback after the first two months to ensure that every mentorship pair is working smoothly.

## MORE INFORMATION

 **Website:**  
<https://ypg.iswa.org>

 **Email:**  
[Ypg@iswa.org](mailto:Ypg@iswa.org)