



KENYA INSTITUTE
OF PLANNERS

The WiPNET 2026 Mentorship Framework



Purpose of the Mentorship Framework

WiPNET is rolling out the 2026 Pilot Mentorship Framework, designed for:

- **Strategic support:** provides intentional and measurable support to women across different career stages.
- **Career progression:** aims to promote smooth professional registration and leadership development.
- **Industry retention:** Designed to retain and support planners in their formative years while allowing experienced professionals a forum to give back.
- **Dual pathways:** Acknowledges two distinct tracks: **Academic (research/publishing)** and **Professional practice (consultancy/technical expertise)**



The Need for Mentorship



- **Mentorship gap:** 72.7% of women in planning face limited access to structured mentorship
- **Networking barriers:** 62.1% of women report insufficient networking opportunities within the profession
- **Transition challenges:** A significant proportion of practitioners are early-career professionals struggling to transition into practice and achieve professional registration
- **Capacity shortage:** The program addresses a critical lack of capacity in Kenya's rapidly urbanizing environment

Why be a Mentor?

Mentors directly **shape the future of the planning profession by** contribute to the growth of the industry by providing strategic advice and sharing real-world experiences that help define and further the development of the profession in Kenya.

By providing guidance and sponsorship, senior professionals **empower the next generation** through knowledge transfer, building core capabilities, navigate workplace challenges and successfully transition toward professional registration.

Mentorship serves as a powerful forum for experienced planners to **give back to their community** while participating in a reciprocal partnership that offers fresh perspectives and personal development for both parties



Why be a Mentee?



- **Career focus:** Helps mentees focus on long-term goals and their specific career path.
- **Gain real-world insights** based on practical planning experiences and observe professional ethics in action.
- **Registration support:** Access to technical clinics for portfolio packaging and mock interview sessions for oral exam preparation.
- **Skill building:** Opportunity to gain new approaches to problem-solving and build core professional capabilities

Eligibility for the 2026 Cohort



Mentors:

- **Must have 10+ years of post-qualification experience.**
- **Currently working in or affiliated with the planning profession**

Mentees:

- **Final-year planning students and recent graduates.**
- **Early-career professionals (0–5 years experience) seeking registration.**
- **Mid-career professionals (5+ years experience) focusing on leadership and visibility**

Programme Features



1-on-1 Pairings

Monthly buddy system sessions (1-2 hours)



Group Sessions

Monthly/bi-monthly thematic discussions



Career Workshops

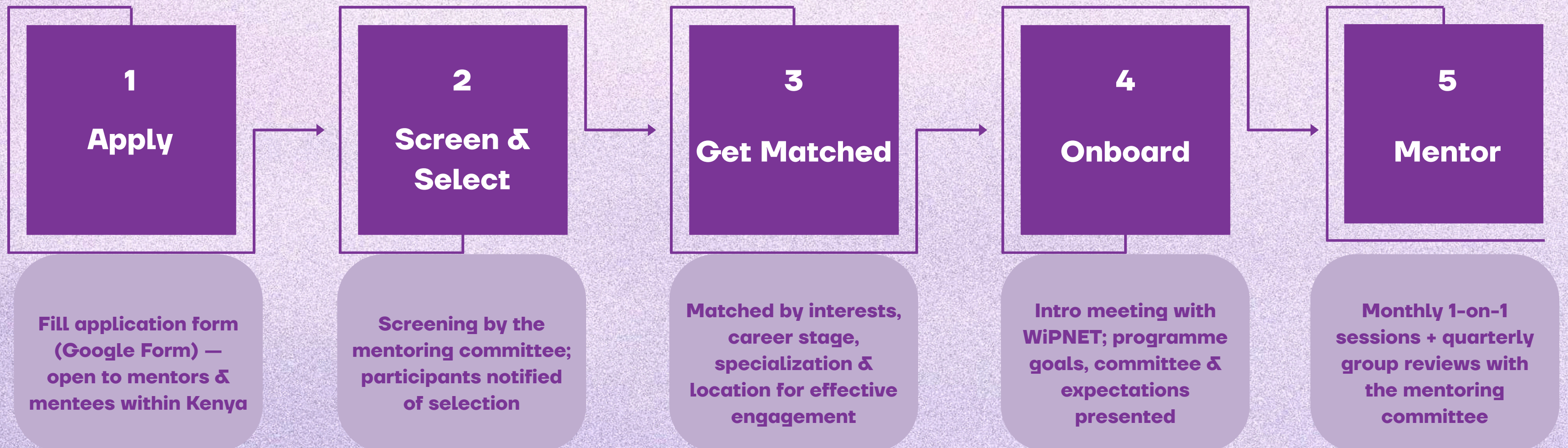
Quarterly skills & technical development



Guest Speakers

Industry leader exposure & networking

Application Procedure & Programme Stages





Monthly 1-on-1 meetings

A "buddy system" involving monthly personal engagements of 1–2 hours

Quarterly check-ins

with the Mentorship Committee

Evaluation surveys

for periodic feedback to ensure participant satisfaction

Program commitments



Join the 2026 Cohort!

Fill out the application form as a Mentor or Mentee!

APPLICATION DEADLINE : MAY 6 2026

SCAN TO SIGN UP AS A MENTOR



SCAN TO SIGN UP AS A MENTEE

