



Building Capacity for High Level Biodiversity Skills

MAY 23, 2012

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Session Programme

- Workshop Goals
- An organisational perspective – NCC Environmental Services
- Developments and views on capacity
- Defining the problem
- How do we address the problem?

Workshop Goals



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An organisational perspective - NCC



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Developments & Views on Capacity



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2009/2010 Session Needs

- **Lack of information** - opportunities, education programmes, marketing;
- Bringing **top university students** to attend the forum;
- **Biodiversity Expo**
- Potential for **honours level specialisation** in environmental management/conservation biology
- **Internship programme – structured rotational basis** within an institution and then place them out in a practical environment,
- **Web based forum for conservation planning which would keep planners up to date with cutting edge and best practice.** (such as ESRI Site for forum, Marxan etc South Africans may need to contribute to international forums)
- A **national Forum** specific to **municipalities and implementation agencies**
- **Networking** to foster relationship and for identifying research gaps.



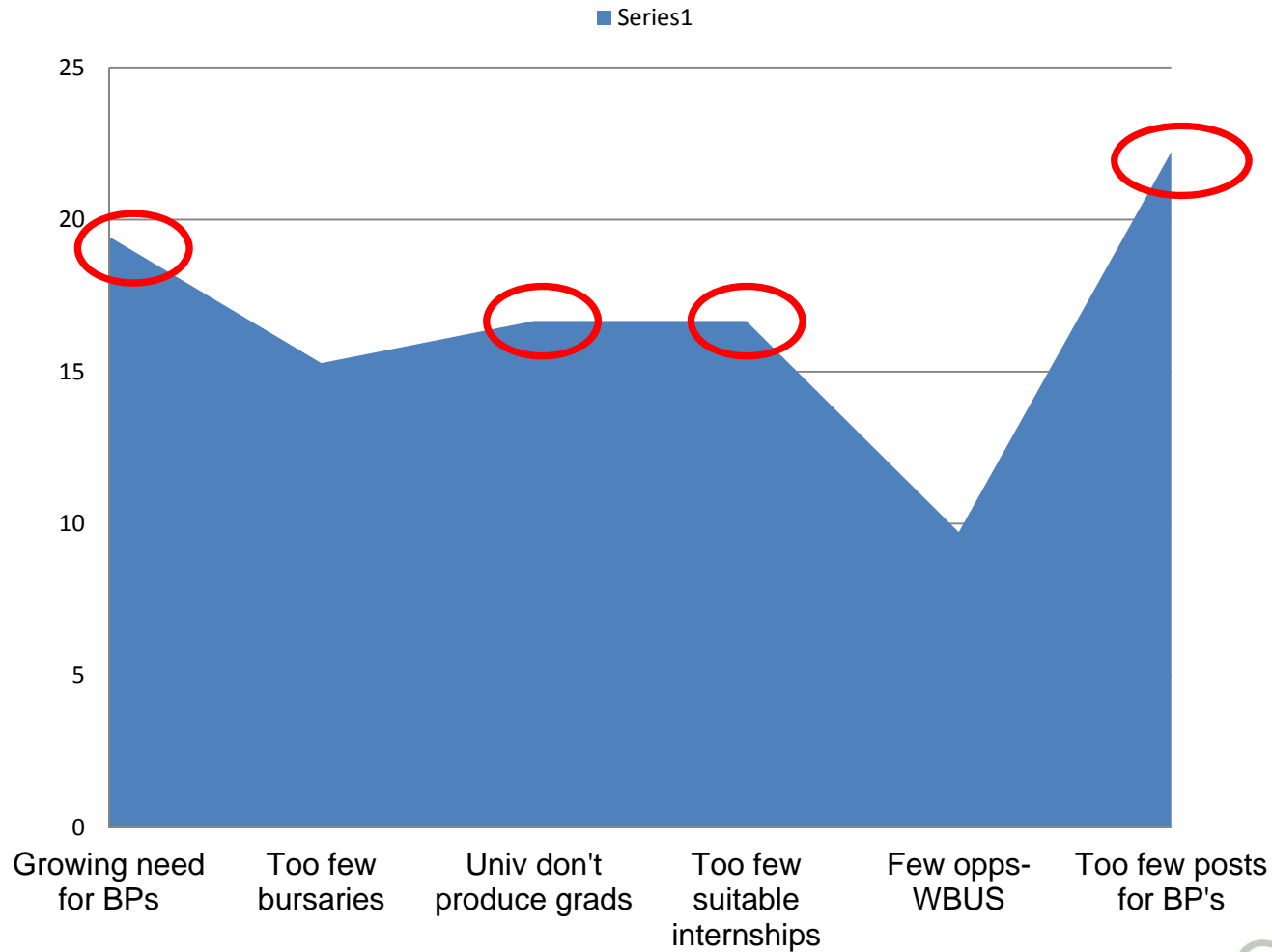
2009/2010 Session Needs

- **SANBI should identify its own skill Gaps** and synthesise with what other institutions have in place and then communicate with the other institutions.
- **Identify the institutions** willing to take part in the program.
- **Building capacity into neighbouring countries.** What would be the implications? – Need to find out what other countries have in place.
- **Use TFCA and Peace Parks** as a vehicle for such training.
- There needs to be a **formalisation of the training and mentoring programmes** (an assessment of how well the programme works, and in a case of a bursary to have a contract binding the student)
- Have **structures in place for students to be absorbed** in the institutions after training.
- **Conservation planning programme**



2012 Forum input

Why is BP a Scarce Skill?





2012 Forum input

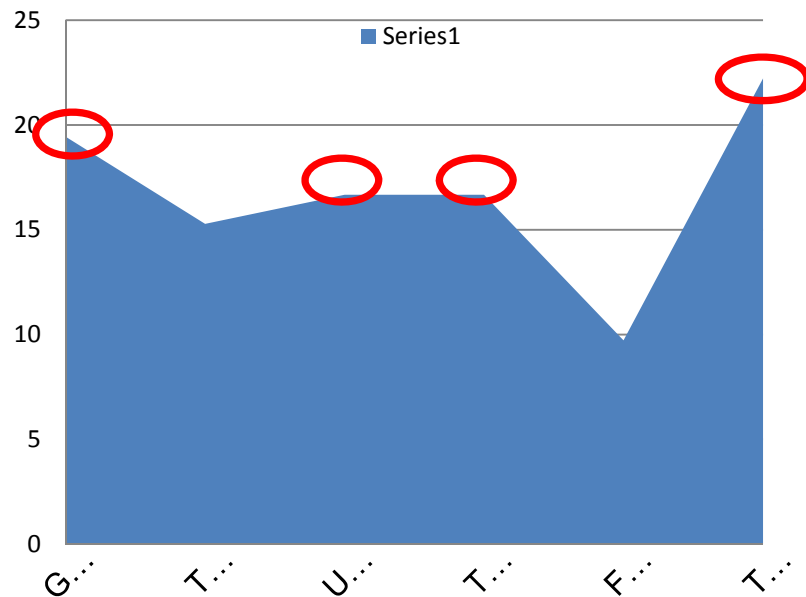
Graduates are not aware that BP is a field of employment | There are enough graduates provided there are enough bursaries | Require views of HCD needs

More spatial data required | not enough people to produce the plans | Growing need for BP's – e.g SDF's | Shortage of planners and practitioners | NEMBA - bioregional plans. High rate at which SA is losing natural areas | Great need in provincial and local government.

Need for career advice. Poor education system resulting in people not qualifying for bursaries.

Internships required to keep skills within the sector | Problem with nature and number of internships | We provide internships at our own costs | Internships should be available to everyone.

Why is BP a Scarce Skill?



Plenty of training available | Not enough mentors available | This is generally done by self-motivation | Organisations don't provide the opportunity.

Not enough value placed on bp's across the planning sector | Considering the scale of biodiversity, many more planners are required | Don't see a point of funding students if they still have to feel the pain of not getting a job | Local municipalities need dedicated staff | Numerous graduates with GIS and Biodiversity background, yet no jobs | Employment rate is low.



2012 Forum input – Status and Gap Analysis

	What is already happening to address these aspects?	What are the gaps with regards to these aspects?
Attraction and access into this field	<p>BPF. SANBI creating temporary posts within other agencies. General awareness Varsity open days/seminars. Cape Nature vacancies. EKZN bursaries Citizen Science, I-Spot and Crew.</p>	<p>No set structure or career path. Organisations not picking up post SANBI funded posts. Irregular job opportunities Funding and bursaries. Awareness and practical illustration of value field/Biodiversity. Lack of posts. Very little in the school curriculum Very few universities have adequate curricula.</p>
Under-graduate training	<p>Stellenbosch University. There are enough courses . More students are being recruited. Internships. Graduate recruitment programmes.</p>	<p>No specific focus. There are some universities, not all. Not enough info available. Funding. Courses too academic and theoretical. University staff. Practical field work</p>
Graduate level training	<p>Stellenbosch University. There is enough courses. BPF helps. SANBI through the BIMF Forum. Customised courses at UWC and the MoU with SANBI. UKZN has some training.</p>	<p>No set course as it depends on supervisors interests. Need more taxonists, life scientists and more. Good quality trainers Financial assistance. Graduate level training does not stress where the opportunities lie. BP needs to be included in universities up north. Integration into other courses</p>

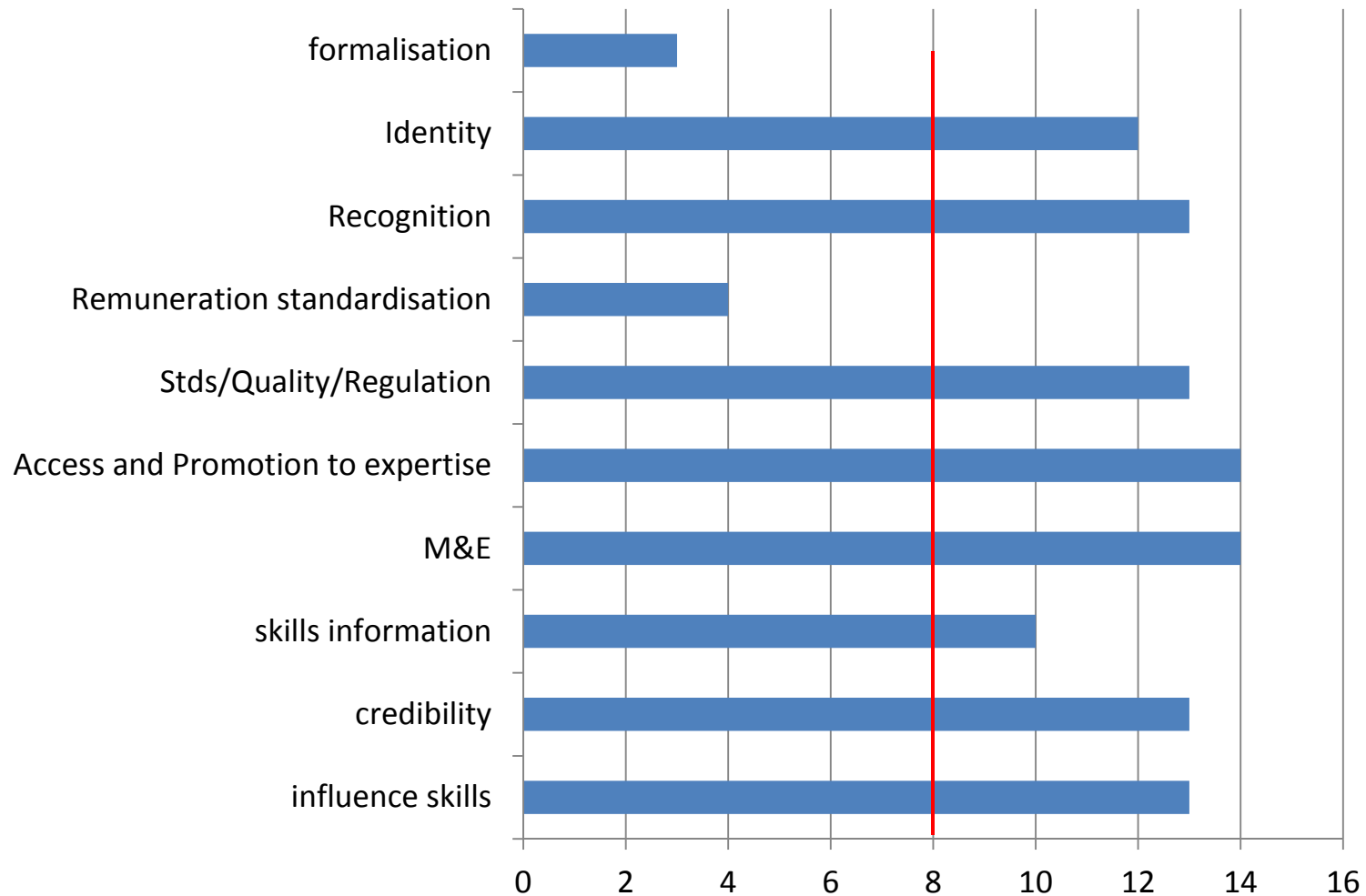


2012 Forum input – Status and Gap Analysis

	What is already happening to address these aspects?	What are the gaps with regards to these aspects?
Internships/ Bridging into work	SANBI. NRF. City of Cape Town. KZN Wildlife growing internships. BPF. Green Jobs Fund.	Don't know of internships for BP. Lack of knowledge of internships. We need financial incentives. Lack on information. Longer internships 18 months, rotation basis. Mentorship. Greater formalisation. Still a problem providing long term posts.
Broader organisational or sectoral context	Good informal networking. SANBI and others are working hard to stress the importance of Biodiversity. Very Little	Don't know of any specific BP sector structure. Local authorities need to create posts, don't value Biodiversity enough. Additional skills development for government employees. People with necessary expertise not being utilised effectively. Insurance of people qualified. SANBI sectoral induction and rotational internship between two or more institutions/organisations. Mainstreaming is crucial. Few of the general public know why Biodiversity is important.



2012 Forum input – Formalising/ Unifying/Professionalising the Environmental sector





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What process would you propose to achieve this?	regular training registration, updating skills, mentoring. Creating a centralised organisation which people can belong to and which helps and informs BP in SA. Ensure that specialist and practitioners are registered with pertinent body. Higher employment of people with such skills in organisations, more research therefore high production of journals and papers. Online apps and processes.
If yes, which lead agency or agencies would you recommend to undertake this?	maybe a new agency SANBI, DEA, SACNASP, EAPASA, HPC. Provincial conservation agencies. SAIE however ineffective.
If yes, what possible models for formalization should be explored?	Engineers, medical practitioners, teaching inspectors. Already acts and legislation in place to support implementation. May necessitate several different models. A professional body.



Way Forward

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