Biodiversity Indaba 2017

A model of work integrated learning to develop green skills in high demand.

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Presentation overview

The challenge
Our response
The outcomes
Our success indicators

Alignment to:
NBRES
NDP
SDG
The challenge: scarce skills for biodiversity

Our Story

*In October 2017, we opened up applications for our internship programme.*

*By closing date we had received 779 applications,*

*from across universities in South Africa*
Responding to the challenge

Bridging the gap between learning and work through strategic internship placements
### Developing skills in high demand through internships

**2017**: 50 Interns  
**2015**: 18 Interns  
**2013**: 46 Interns  
**2012**: 8 Interns  
**2011**: 6 Interns

- Agricultural Scientist
- Botanist
- Conservation Scientist
- Ecologist
- Energy Efficiency Technician
- Environmental Economist
- Environmental Lawyer
- Environmental Manager
- Environmental Scientist
- Geneticist
- GIS Technician
- Sustainability Manager
- Statistical Ecologist
- Urban and Regional Planner
- Water Quality Technician
- Marine Biologist

*WWF-SA Graduate Internships*

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Enabling access to jobs

Employment Status

- Employed in the sector: 60%
- Employed outside of the sector: 22%
- Enrolled for further studies: 5%
- Unemployed: 10%
- No information: 3%

Employers

- National: 49%
- Provincial: 16%
- Local Government: 21%
- Private: 10%
- NGO: 0%
- Research: 4%
WWF-SA Graduate Internships

Supporting Transformation

Gender Profile 2011-2017

- Male 43
- Female 85

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<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>2011</td>
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<td>2015</td>
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<tr>
<td>2017</td>
<td>29</td>
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Ethnicity

- White
- Indian
- Coloured
- African

- African: 70
- Coloured: 30
- Indian: 10
- White: 20
And inclusivity

Intern recruitment per university 2011-2017

Number of students placed

Universities

- UCT
- UKZN
- WITS
- UWC
- UNISA
- UNIZULU
- UNIVEN
- RU
- UP
- UL
- UFH
- NMMU
- US
- TUT
- CPUT
- WSU
- NWU
- MUT
- DUT
- Tshwane
- UJ
- Matric

- 2017
- 2015
- 2013 GS
- 2013
- 2012
- 2011

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Key Success Factors

• Dedicated, experienced and trained mentors
• Career focused approach to mentoring
• Task based approach to work integrated learning
• Developing workplace based competence
• Networking
The National Biodiversity Research and Evidence Strategy

The availability of mentors in the scientific fraternity to capacitate scientists

A critical review of South Africa’s future carbon tax regime

Perceptions of MPAs within small scale Fishing areas

The planning an everyday management of the Green Point park.

Assessing land use yield through GIS and remote sensing

Capacity of graduates and the extent to which academic institutions produce work ready graduates that can enter the work place
The National Development Plan

Enabling Milestones

Enabling access … increasing employment • ensuring technical, professional and managerial positions reflect the demography of SA • realizing a development, capable and ethical state that treats its citizens with dignity in conservation practices that promote equity and justice and in so doing not impacting the livelihoods and wellbeing of all

Critical Actions

Reduce inequality and raise employment • developing skills that promote environmental sustainability
Sustainable Development Goals

reduce the number of youth not in employment, education or training

develop effective, accountable and transparent institutions at all levels
Thank you

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