SADC TFCAs Training & Capacity Building Community of Practice

CoP meeting held at SANParks headquarters (Pretoria) on 7th November 2017.

SADC TFCA Network

List of Acronyms

Core Acronyms

|  |  |  |
| --- | --- | --- |
| CoE | | Centre of Excellence |
| CoP | | Community of Practice |
| DHET | | Department of Higher Education and Training (Government of South Africa) |
| DSHDs | | Directorate of Social and Human Dimensions (SADC) |
| GIZ | | The Deutsche Gesellschaft für Internationale Zusammenarbeit |
| GLTFCA | | Great Limpopo Transfrontier Conservation Area |
| ICPs | | International Cooperating Partners |
| IFAW | | International Fund for Animal Welfare |
| IUCN | | International Union for the Conservation of Nature |
|  | BIOPAMA | Biodiversity and Protected Areas Management Programme |
| K2C | | Kruger to Canyon Initiative |
| KfW | | Kreditanstalt für Wiederaufbau (German Development Bank) |
| MOU | | Memorandum of Understanding |
| PPF | | Peace Parks Foundation |
| SADC | | Southern Africa Development Community |
| SARUA | | South African Research and Universities Association |
| SAWC | | Southern African Wildlife College |
| TFCA | | Transfrontier Conservation Area |
| ToR | | Terms of Reference |
| ZimParks | | Zimbabwe National Parks and Wildlife Management Authority |

|  |  |
| --- | --- |
| CMS | Convention of Migratory Species |
| CWC | Combating Wildlife Crime |
| DEA | Department of Environmental Affairs (Government of South Africa) |
| FLOD | First Line of Defence (methodology) |
| GEF | Global Environmental Fund |
| IIED | International Institute for Environment and Development |
| RSA | Republic of South Africa |
| SULi | Sustainable Use and Livelihoods Specialist Group (IUCN) |
| USAID | United States Agency for International Development |
| WCPA | World Commission for Protected Areas (IUCN) |
| WWF | World Wildlife Fund |

SADC TFCA Network

Capacity Development Community of Practice (CD CoP)

**Monday 6 November 2017**

|  |  |  |
| --- | --- | --- |
| **Time** | **Agenda Item** | **Presenter / Facilitator** |
| *09h30 – 10h00* | *Tea - Registration and Welcome* | *n/a* |
| 10h00 – 10h30 | Summary of the CoP event held during the TFCA Network meeting in March 2017 (incl. recommendations) | Seth and Mareile |
| 10h30 – 11h00 | Learning from Practice – the example of the TFCA Network Tourism CoP | Lisa |
| 11h00 – 12h30 | Review of the CoP’s ToR (mission, vision, membership and operational structure) | Seth, Mareile and Ashwell |
| *12h30 – 13h30* | *Lunch* | *n/a* |
| 13h30 – 15h00 | Plan Jan 2018 – Dec 2020 with assigned roles & responsibilities | Seth, Mareile and Ashwell |
| *15h00 – 15h15* | *Tea* | *n/a* |
| 15h15 – 16h30 | Updates / briefs   * The USAID Combatting Wildlife Crime Program * The USAID The Southern African Resilient Waters Program * The DEA/GEF Programme on combatting wildlife crime * AOB | Steve  Steve  DEA rep?  As applicable |

SADC TFCA Training and Capacity Building CoP

Chaired by Seth Maphalala SNT: TFCA

Attendance:

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Organisation | Name | Organisation |
| Tawanda Gotosa | SADC TFCA | Clara Bocchino | Independent |
| Steve Johnson | Chemonics | Ashwell Glasson | SAWC |
| Piet Theron | GLTFCA | Sheena Dale | IFAW |
| Stella Matsinye | IUCN | Mareile N-K | GIZ |
| Nakedi Mapatla | AWF | Lisa Blanken | GIZ |
|  |  | Patience Gandiwa | ZimParks |

# Introduction and background

Seth Maphalala (Chair) introduced the meeting and thanked both donors and participants.

LB provided an introduction of the SADC TFCA Network and portal, as well as its relation to the CoPs, as agreed at the last Network meeting.

# Summary of the CoP event held during the TFCA Network meeting in March 2017 (incl. recommendations)

MNK summarised that the CoP has now approximately 20 members, who have been in one or the other way involved in the group activities. MNK to provide a list with the current membership plus contact details.

The draft mission of the CoP was presented as follows:

**To create a better understanding and awareness of the needs and opportunities of training and the contribution that training can make in addressing TFCA challenges, and mobilising resources to address these**

The objectives as set in the draft ToR were presented as follows:

* To understand existing and future training **needs** (spec. also in relation to rural communities)
* To gain better overview / understanding of existing training **offers**
* To generate training **standards**
* To **Collaborate** between training institutes and TFCAs/MSs
* To **monitor** of training impact
* **T**o **engage proactively** in addressing the challenges that TFCAs will face , e.g. climate change, threatened livelihoods, conflict over limited resources
* To establish a regional training **strategy**
* To mobilise of **resources**

This was followed by a brief summary of the programme held at the TFCA Network meeting, on 22 March 2017. The first presentation in the meeting of 22 March was held by Niels Meyer (KfW), who presented on the scope, purpose & methodology of the KfW study (2012). He mentioned that **substantial quantitative gaps had been identified in terms of formal qualifications & short courses**, and that **the biggest need for training had been found amongst junior managers, CBOs, Portuguese-speaking, at foundation level and for short courses**. He also mentioned the qualitative capacity gaps that had been identified through this study and briefly proposed the funding framework by the German/ SADC contribution.

On this context Ashwell (SAWC) was requested to give an update on the progress of the KfW-funded capacity development programme at a later point during the meeting. In the meeting of 22 March, MNK had presented the findings from the needs priorities rapid assessment, which were amongst others: that training priorities differ amongst TFCAs/countries, that there is need for training on TFCAs, community engagement, law enforcement/anti-poaching, tourism, that short courses are preferred over long-term training; and that TFCAs basically don’t have any funds for training.

PT then had presented on the training needs assessment, which the GLTFCA has been involved in together with the SAWC.

PG had then presented the findings of an assessment of training offers for TFCAs in the SADC region that was also conducted in early 2017 in preparation for the meeting held on 22 March. The institutes that had replied were: SAWC, the South African College of Tourism (SACT), Mweka College of African Wildlife Management. It was found that the SAWC offers specific TFCA training (formal qualifications & short courses).

The recommendations that came out of the meeting on 22 March included the following:

* Need to develop tailor-made training for TFCAs that also include in-house/on-site training programme and make use of online learning and may include training programmes offered in local languages;
* Need to incorporate Marine Protected Areas into existing training offerings and general thinking about trainings;
* Ultimately training should improve situation on the ground / M&E of the impact of training on the ground important;
* Foster more discussion and collaborations between training centres / it was proposed to have a meeting between SADC Centres of Excellence (CoE);
* SADC Secretariat to facilitate issues of permits, immigration matters directly related to the trainings, and play a role in the mutual recognition of qualifications within the region; and
* To table recommendations to SADC Structures, including Council of Ministers.

TG noted that this work goes beyond the FANR directorate, and should be taken up to appropriate directorate. In terms of helping the Centres of Excellence getting together, this CoP should help in developing standards for training to help regional recognition. Also, not all CoEs are at the same level, so facilitation of meeting and funding is difficult, but it is of no doubt that they need to get together to charter a way forward. The KfW project has a field training component, so the priority is standardisation of training and create a regional forum. He also said that FANR would like to ask SAWC to lead this process.

AG confirms that SAWC welcomes working together and collaboration. SAWC is unsure on how to report back on the Education and Training Protocol to SADC, so it is important to get the CoE together, and with SADC, to set a path forward. SAWC would like to participate but not lead the process. SAWC also would like to help in developing the capacities of other training institutes. Some of the background work on these issues has been done by SAWC, and it would be useful to share.

NM raises a point on Assessment. Would there be an assessment to evaluate the impact of the standards, the programmes, and their implementation. TG through the CoE mechanism there is room for assessment, but it will be part of the CoE meeting to address. Through KfW funding a path can be set for this cooperation to happen for joint training. AG felt that the CoP maybe could play a role in that and make recommendations to the CoE meeting.

AG suggests evaluators should have objective distance from the CoEs and the process.

PG highlighted that it is important to define what it is that is meant by a ‘Centre of Excellence (CoE)’. She mentioned that SARUA includes regional universities, which were part of the study (like UFS), but as CoE part of it or not? We should discuss for a recommendation to provide a list of CoE and related institutions, to define what a CoE is.

It was proposed to inquire what the procedure would be to get the recognition as a Centre of Specialisation for TFCA Training, specifically, and to engage with the SADC Skills Development Division about this.

MNK noted that SADC has a Protocol which defines the concept of ‘CoE’. According to this document, CoEs are for research and Centre of Specialisation are for training. Here we actually use these expression incorrectly. This was supported by AG who can provide the protocol and decisions thereof, including the position of accredited institutions. He will share it in the group email.

CB suggests that regardless of the SADC specifications, all training centres offering TFCA-based training should be part of this focus group stemming from the CoP, to see how they can support each other. LB supported this and mentioned that a CoE meeting was planned for July, with PPF wanted to do an independent meeting. The difficulty is to find an independent leadership for a regional course. Specifically, who would lead the process objectively? TG remarked that the leadership should mirror SADC chairing, and for now it is RSA. SADC could support by sharing documents, and facilitating new institutions, which are not yet CoE to become involved so that it can be ensured that the best training is provided to the industry.

Chair: we will think about this and make a specific recommendation, for the 2018 planning.

PG requested further specification on the CoE/CoS to be included in the ToR of the CoP.

Chair: we should look at what SARUA does to avoid duplications.

SJ asked how has the CoP specified what the niche is; what is special / specific about TFCA training?

CB remarked that this discussion has happened and should be finalised as the ToRs are revisited and plan for the future work of the CoP.

The conversation ensued as to the need to use the CoP, following a “business plan”, that gives a meaning to this group and would also facilitate engagement with other training centres.

MNK suggested that we ask what are the questions that TFCAs which require input from external inputs and stakeholders. Do we know what the future questions are? SAWC had a 1 year Advanced Certificate course on TFCA management. Chair asked how to conclude the discussion constructively.

SJ noted that to review the ToR may take an entire day, so we may need to have a second meeting to review that.

LB noted that the Tourism CoP went through the same, and suggests focussing on the core issues to be addressed in the ToR. CB seconded the suggestion and noted that at least the vision and strategic objectives should be defined today. SJ agreed and suggested to focus on defining the Mission clearly. This was supported by PG.

**Decision to continue with agenda as presented, but dedicate time in Section 3 to Mission and objectives only.**

# Learning from Practice: the example of the TFCA Network Tourism CoP

LB presented the evolution of the Tourism CoP. See presentation attached.

PT noted that the tourism CoP is very clear and “easy” to define, but this CoP has a variety of components and the key question should revolve around what is the value added by TFCAs. In the GLTCA, for instance, it was put to the SAWC to look at what was available and define what was needed.

AG noted that demand/needs/offer relationship is very challenging. In K2C, for instance, training is seen as a solution for all capacity problems, which it is not. At a very broad level, we tend to dilute the efforts and funds, without really having an impact. So needs versus wants and supply need to be separated in order to maximise effort and impact. These also need to be contextualised to the physical and human landscape in which the group and/or its members operate. The KfW report shows that the revisiting of the 2013 proved that most important needs have not changed. The IUCN Competency Framework is now being used to benchmark. AG takes the group through a series of relevant documents and noted the establishment of the Southern Africa Quality Assurance Network, to foster regional recognition of training. AG also emphasised that in order to establish what can be addressed through trainings, organisational needs assessments would have to be conducted.

**Decision to move Section 5 forward and have the Planning section as the last section.**

SM noted a section on language in the SADC Protocol, and was wondering how much work has been done in making sure training is provided in other regional languages too.

Chair recognised that SADC recognises Portuguese and French as official languages for the region. So any official document has to be translated into these languages. CB also noted that this CoP is not an implementing agency, so they can only recommend the use of training in non-English languages, and vernaculars, to institutions involved in this process.

**Decision to move the Updates before lunch and dedicate the afternoon to the Planning.**

# Updates / briefs

**SJ - The USAID Combatting Wildlife Crime Program:**

USAID has issued contracts to 5 consortia for 6 programmes across the region.

Linkages with those are crucial because they may help fund training programmes. Also, another fund is out to provide monitoring and capacity building from the other CWC programmes.

**SJ - The USAID The Southern African Resilient Waters Program**

This major programme will also have to include CWC, and is based in both Kavango and Limpopo River Basins, thus looking at the TFCA management model for river systems. This programme will also have a capacity building component.

Chemonics is bidding on both these programmes.

**SJ - IUCN SULi** announced that GIZ, partnering with IIED and TRAFFIC, funds FLOD and other CWC initiatives in the region.

**CB - TFCA Specialist Group Working Groups**

The suggestions from Southern Africa are Community Engagement, Law & Policy, and Training and Capacity Building. The latter will be linked to WCPA Capacity Development group (Mike Appleton).

**TG – TFCA Funding Facility**

The model was approved at the last Wildlife Technical Committee, and it may provide help to this CoP. The funds will be administered through IUCN, with which an MoU is being finalised, as well as an MoU with KfW.

SJ mentioned DEA has a roster of capacity building expertise. TG mentioned that many countries believe they are lagging behind in TFCA development and this CoP may help in finding a strategy to help these TFCAs develop TFCAs and benefit from them, specifically Marine TFCAs and island states. PG also note that integration is needed between TFCAs and other projects on cross-border initiatives, like CMS.

**SM – IUCN and BIOPAMA in SADC**

BIOPAMA II is focussed on capacity building and development in the SADC region, so IUCN will support this CoP through this fund; also by:

1. Sharing information tools;
2. Capacity development for PA governance and management; and
3. Strengthening projects.

**AG – South African Department of Higher Education and Training (DHET)**

The internationalisation process started through the Internationalisation act and will include funding of co-operative processes. This is intended to? Supplement the NRF shortcomings, and add a regional component to research programme funded by RSA government. Also, the National Department of Tourism has just released its Human Development Strategies, looking at funding of priority careers. SAWC is helping Myanmar to develop a ranger training college.

African Parks has also approached SAWC on the standardisation of field rangers training across the region and the objective is to standardise also training for other functions in Law Enforcement. Funding is provided by KfW, but the deadline is 7 December.

TG announced that Angola has just launched a training college, and that it may be a good idea to assist them, as the college is open to all Member States.

* **PG to share the document of reference to her note;**
* **AG to share the DHE&T draft legislation.**

# Review of the CoP’s ToR (mission, vision, membership and operational structure)

**The mission was re-drafted as follows:**

As part of the SADC TFCA Network, the mission of the Training and Capacity Building CoP is “to catalyse and facilitate capacity building and training opportunities specifically for SADC TFCAs”.

**Strategic objectives:**

1. In order to achieve its mission, the CoP facilitates collaborations between **SADC Member States, TFCAs, ICPs, training providers and other relevant institutions and sectors to meet the following strategic objectives** To support the regular assessment of training & capacity needs and offerings on SADC TFCAs;
2. To support the creation of an enabling environment for regional access to training & capacity building;
3. To collaborate on design and development of training programmes, and help resource mobilisation;
4. To facilitate regular Monitoring & Evaluation of the impact of training and capacity building to support regional standardisation processes;
5. Communicate and report back to SADC structures and other relevant stakeholders to facilitate decision-making and knowledge sharing.

**Operational structure**

**Chair/Convenor: Seth Maphalala**

**Secretariat: Ashwell Glasson/Clara Bocchino**

The FANR can facilitate initial dialogue with the Directorate SHD, and define SADC priorities for this CoP to achieve, then a presentation may be made to SADC.

SAWC will act as secretariat for the CoP, supported by GIZ for coordination and IUCN for financial resources.

SO1 Regular assessment: **Ashwell Glasson**/Nils Meyer/Steve Johnson

SO2 Enabling environment: Mareile N-K, Tawanda Gotosa, Patience Gandiwa

SO3 Design and develop training: **Clara Bocchino**/Stella Matsinye/Leo Niskanen/Nils Meyer/Sheena Dale

SO4 M&E for standardisation: **Nakedi Mapatla**, Sheena Dale, Patience Gandiwa, Steve Johnson

SO5 Reporting to SADC: Tawanda Gotosa, Lisa Blanken

**Membership**

The interim list will be provided by MN-K to give a better overview over the current membership. Further, it was felt that the membership needed to be expanded on, and include other Centres of Excellence (for which MNK would circulate a list), other relevant institutions, ICPs and stakeholders. Moreover, it was deemed important that the SADC Directorate of Social and Human Dimensions should be involved in the longer term and should be asked to participate and become part of this process. (The SADC Division on Skills Development & Training falls under this Directorate).

# Plan Jan 2018 – Dec 2020 with assigned roles & responsibilities

**Survey Monkey for educational and training institutions:**

Responsibility: Ashwell Glasson

Deadline to prepare Survey: 24 November 2017

Deadline for collecting responses: 20 December 2017

**This activity needs to be moved to the first trimester of 2018**

**Organisation of next CoP meeting**

Responsibility: Seth Maphalala with Secretariat and Stella (IUCN)

Preliminary date: 23 February 2018

Objectives of the meeting:

* to finalise the ToR for the CoP,
* to discuss the result of the Survey Monkey,
* to initiate dialogue with key CoE/CoS from the region,
* to begin preparation for wider meeting and the July “Launch of the CoP”.

**This activity needs to be moved to March 2018**

The next two activities planned for 2018 are the wider CoE/CoS meeting in April 2017 and the “Launch of the CoP” in July 2018.