




WWF-SA Graduate Internships

A large group of diverse young adults, mostly women, are running and jumping joyfully on a sandy beach. They are all wearing white t-shirts with the WWF logo and the text "I ❤️ WWF" printed on them. Their arms are raised in the air, and they appear to be in a celebratory mood. The background shows the ocean waves and a clear blue sky.

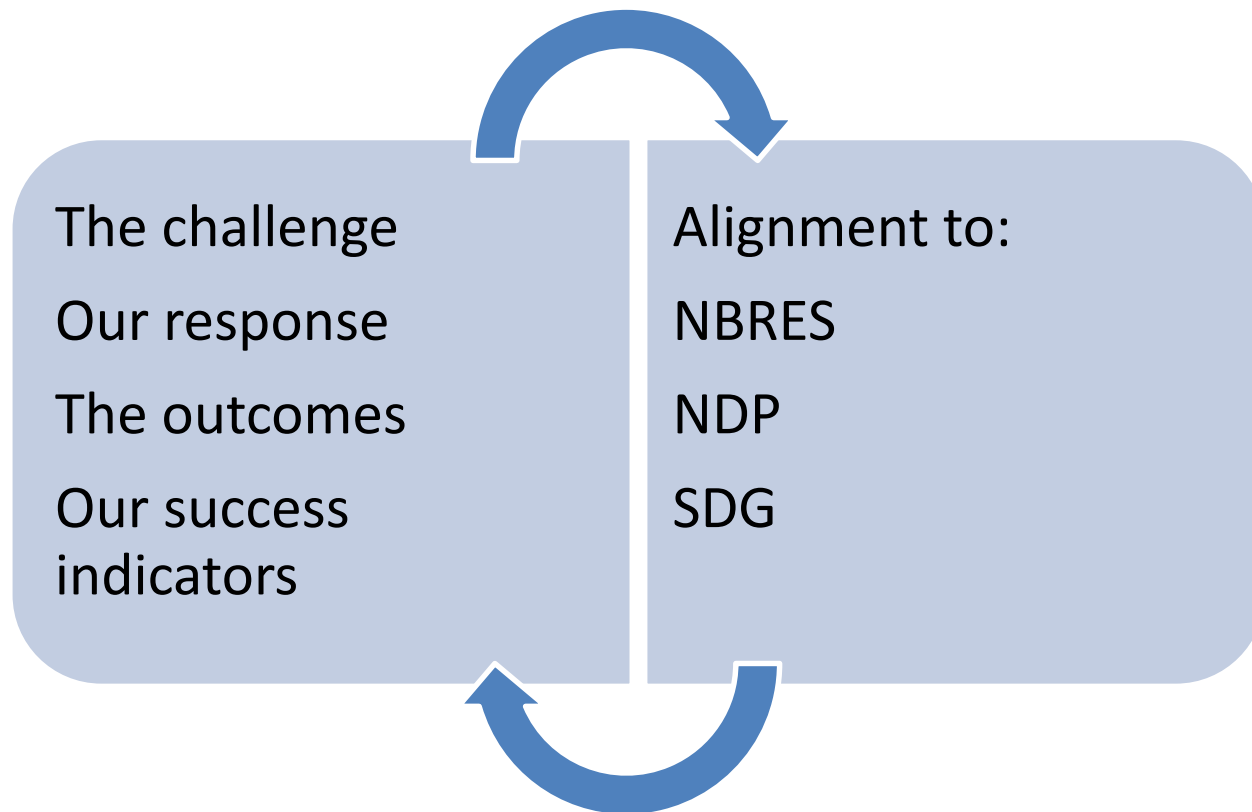
Biodiversity Indaba 2017

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

Dr Glenda Raven
Senior Manager: Environmental
Leaders Programme, WWF-SA



Presentation overview

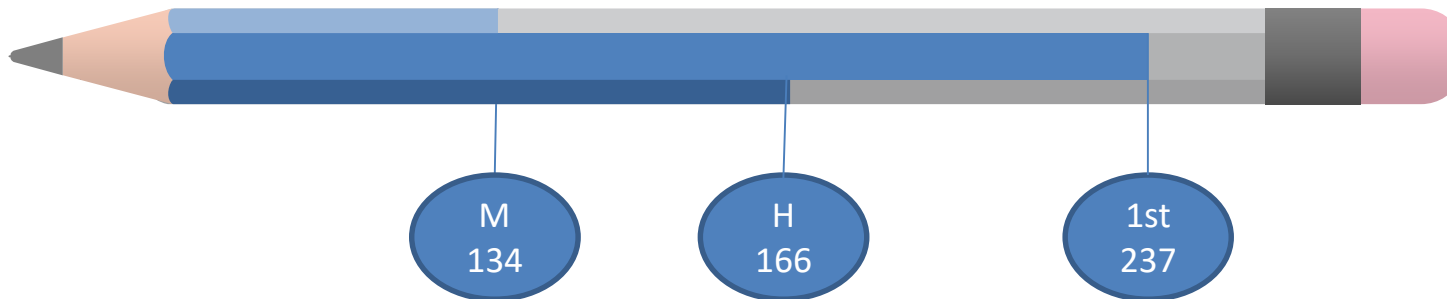




The challenge: scarce skills for biodiversity

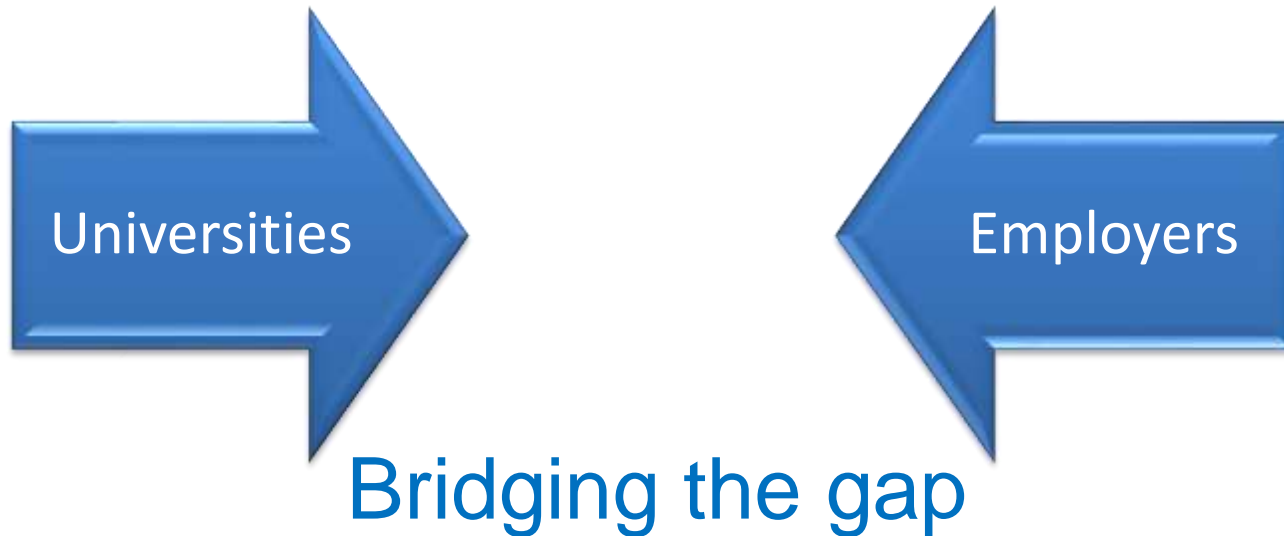
Our Story

*In October 2016, we opened up applications for our internship programme.
By closing date we had received 779 applications,
from across universities in South Africa*





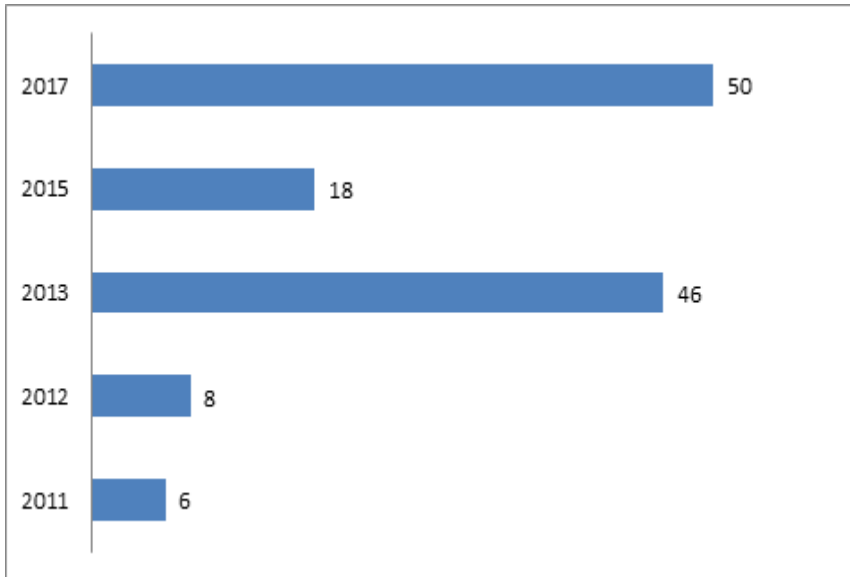
Responding to the challenge



between learning and work through
strategic internship placements



Developing skills in high demand through internships

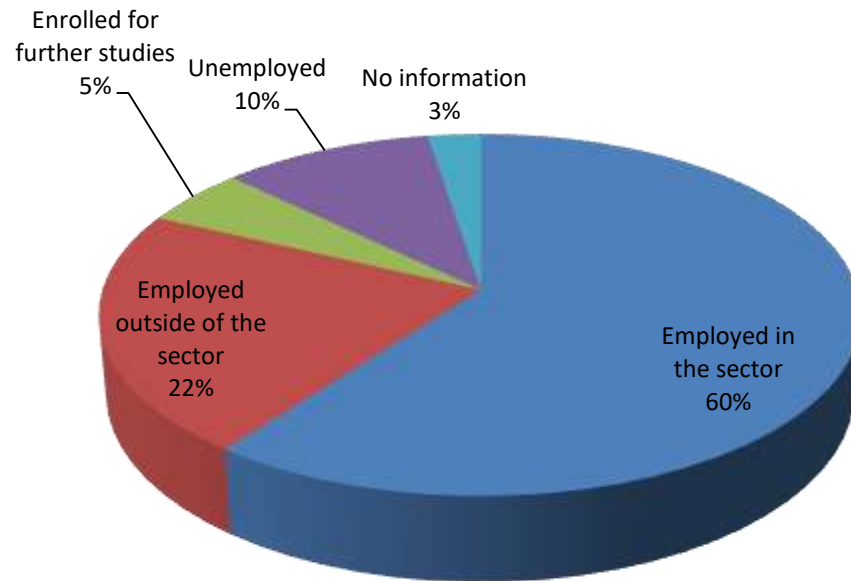


- Agricultural Scientist
- Botanist
- Conservation Scientist
- Ecologist
- Energy Efficiency Technician
- Environmental Economist
- Environmental Lawyer
- Environmental Manager
- Environmental Scientist
- Geneticist
- GIS Technician
- Life Sciences Technician
- Marine Biologist
- Statistical Ecologist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



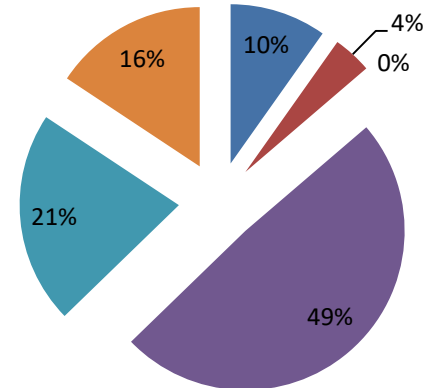
Enabling access to jobs

Employment Status



Employers

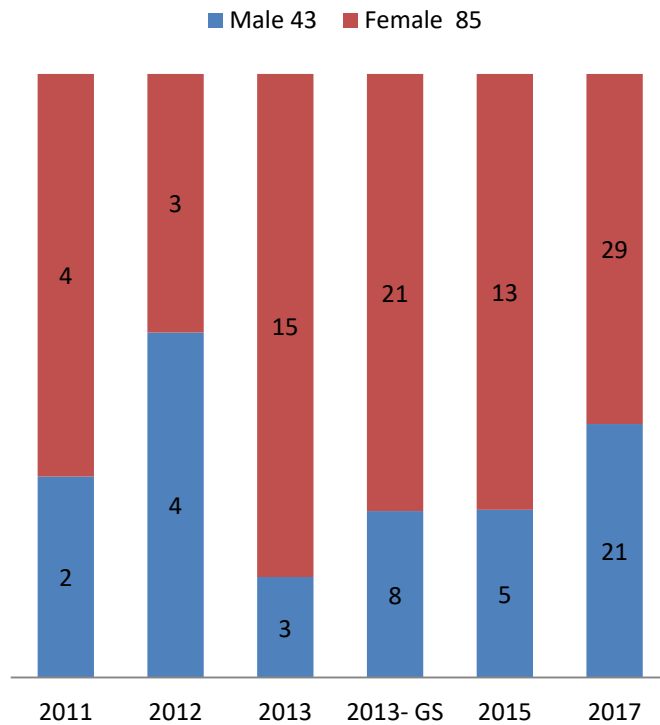
■ National ■ Provincial ■ Local Government ■ Private ■ NGO ■ Research



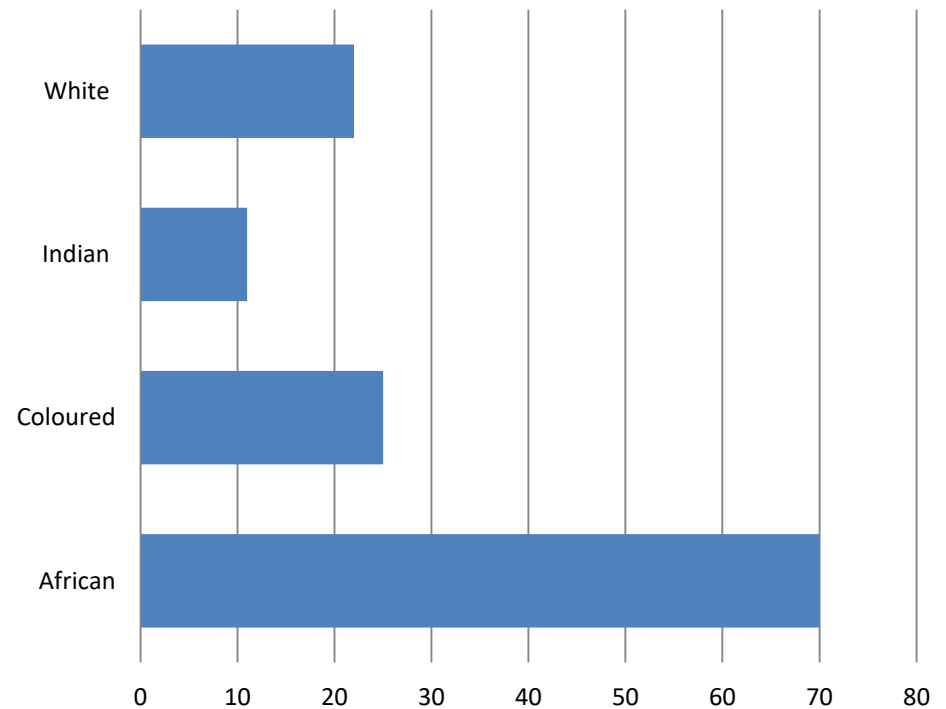


Supporting Transformation

Gender Profile 2011-2017

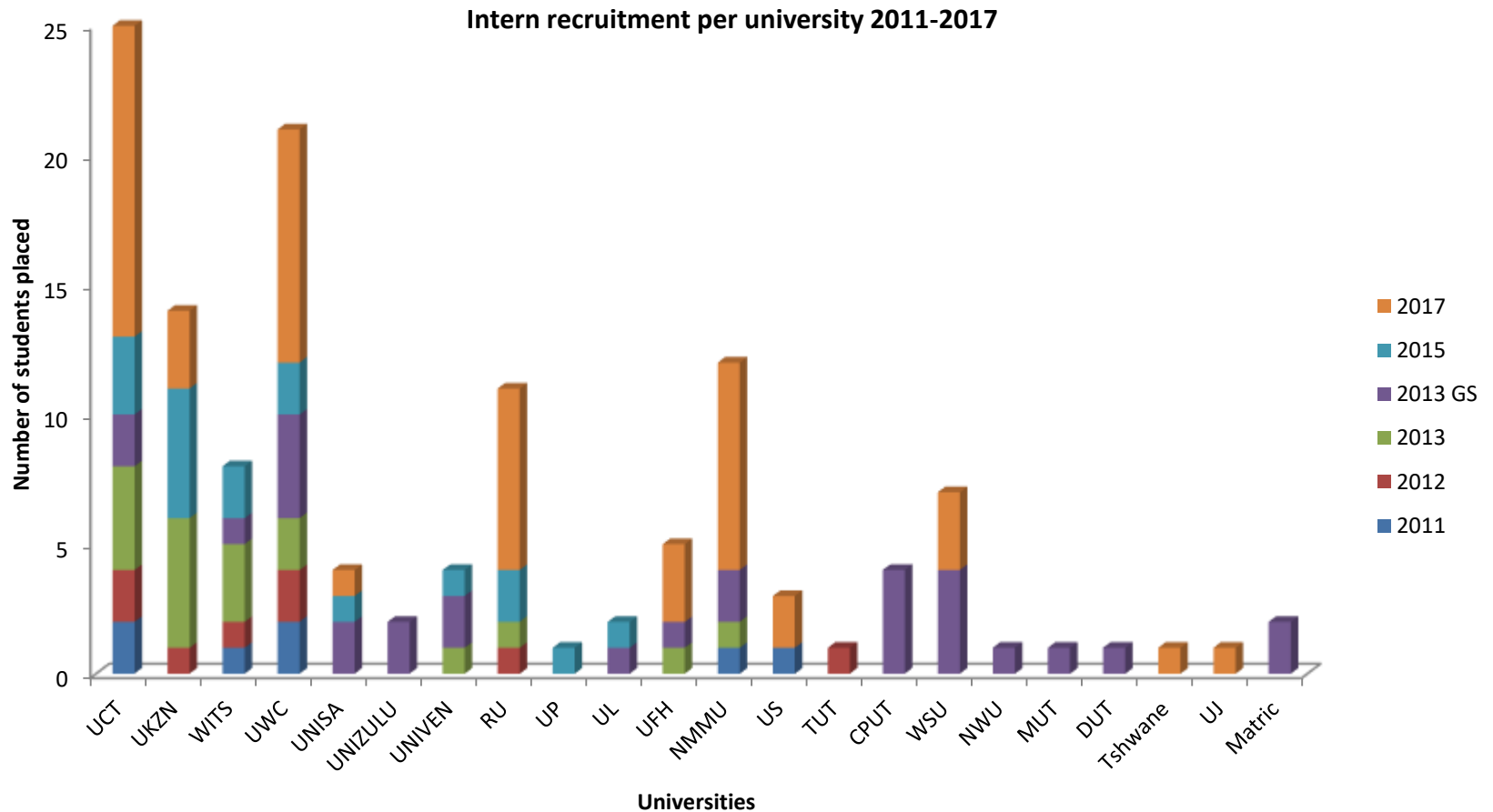


Ethnicity





And inclusivity





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

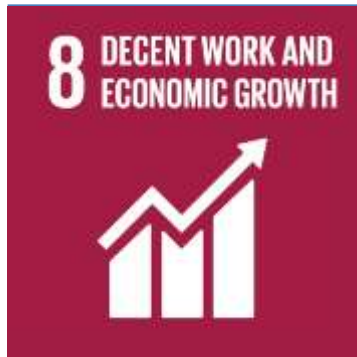
Enabling access ... *increasing employment* ♦ *ensuring technical, professional and managerial positions reflect the demography of SA* ♦ *realizing a development, capable and ethical state that treats its citizens with dignity* in conservation practices that promote equity and justice and in so doing 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

www.wwf.org.za