**CONCEPT NOTE**

**TFCA TRAINING WORKSHOP**

**“Collaboration, Cooperation, Integration and Inspiration”**

**Date:** 13-15 June 2017

**Venue:** Southern African Wildlife College, Hoedspruit, South Africa

**Organisers:** SADC TFCA Training Community of Practice

**Participants**:

* SADC TFCA Focal points
* SADC TFCA Training Coordinators (national or TFCA level)
* Training Institutions (e.g. colleges, universities, training institutions, etc.)

**Background:**

The SADC TFCAs Programme has 7 key component areas with specific objectives, activities and outputs carried out at the regional, sub-regional and national levels. Component 3 is: Capacity building for TFCA stakeholders. In the programme it is acknowledged that ‘building capacity of key TFCA stakeholder groups is an important element of successful TFCA development. Capacity building efforts should tap into existing expertise and should be conducted in close coordination and cooperation with national and regional institutions’[[1]](#footnote-1).

It is acknowledged that training plays a key role in TFCA development. Training is and will continue to be widely taking place in SADC TFCAs on various topics, and several training providers are involved in these initiatives. These include *inter alia* the Southern African Wildlife College (SAWC), MWEKA College of African Wildlife Management and several national level ranger training institutions as well as TFCA partners such as WWF, PPF, GIZ and IUCN who have offered / offer some targeted short courses on specified topics. A SADC TFCA Community of Practice (CoP) on Capacity Building and Training was initiated in 2016 to support the pro-active exchange of information and alignment of needs with offerings.

During the SADC TFCA Network Meeting, held on 22-24 March 2017, a side session was hosted by the SADC TFCA Capacity Building and Training CoP, in which training providers, national focal points for TFCAs and other stakeholders active in this realm discussed key skills needed in TFCAs, existing training offerings and gaps as well as how the SADC region can maximize on existing facilities & trainings to meet the existing needs. A broad spectrum of courses is currently offered in the region, covering topics such as protected area management, tourism, CBNRM, etc., targeting diverse groups of students at different levels, in both formal, long-term educational programmes as well as short course formats.

Key recommendations from this meeting included:

* There is need to develop/tailor-make training that is specific for TFCAs;
* It is always paramount to keep in mind the situation on the ground and that the improvement thereof should always be the ultimate goal – there must be impact on the ground;
* More discussion and collaboration across countries and within the region as regards TFCA training is needed;
* Existing institutes should collaborate more to fill gaps and optimise their operations;
* A meeting between SADC Centres of Excellence would be most useful;
* Facilitation and coordination by the SADC Secretariat, e.g. pertaining to permits, immigration issues, recognition of qualifications, is most desirable;
* Recommendations need to be tabled to the SADC structures & Council of Ministers.

**Purpose:**

Based on these recommendations, this workshop will facilitate further discussion amongst Training Institutions and TFCA practitioners to align the regions education and training programmes with TFCA training needs (current and future) through structured engagement on core curricula and identifying key gaps that may need new curricula developed. Further, key constraints to regional standards and recognition of qualifications as well as access to training will be discussed.

**Objectives:**

1. Create a joint understanding of existing training providers relevant to TFCAs in the SADC region
2. Create a joint understanding of training needs (current and future) within SADC TFCAs
3. Training institutions to review available curriculum content to identify gaps in relation to the needs (current and future) identified (Focus on PA management, Tourism and Community Engagement in this workshop)
4. Develop a matrix of training offering (in the three areas of focus) by respective training institutions and the gaps identified to guide curriculum review and development
5. Begin discussions on competencies for TFCA positions and common standards for training to allow regional/mutual recognition of courses and qualifications
6. Develop strategies to overcome constraints for regional institutions to be accessed by all SADC TFCAs (permits, visas, language barriers etc)

**Outputs:**

* Matrix of training offering by respective training institutions in the three areas of focus
* Gaps in training offering (in relation to regional needs identified) to guide curriculum review and development
* Beginnings of a competency register for TFCAs for PA Management (TFCA specific) as well as Tourism and CBNRM careers
* Agreed action plan to overcome constraints to development of standards, recognition of qualifications across the region and delivery of training (including visas to access Training institutions, etc.)

**Draft Programme:**

**Day 1: TFCA Careers, Competencies and training needs**

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| Time | Description | Responsible |
| 8:00 | Registration of delegates | SAWC/PPF |
| 8:30 | Official welcome and Introductions | SADC Secretariat? Host country? Host institution? |
| 9:30 | Background, purpose and objectives of the meeting (Why are we here? What do we want to achieve?) | TFCA Training CoP |
| 9:45 | Summary of previous discussions (reminder of Network meeting discussions and presentations) | TFCA Training CoP |
| 10:15 | Health Break |  |
| 10:30 | What career paths do we need in TFCAs?   * PA * Tourism * Community Engagement   (use Patience presentation slide 2&3 to discuss)   1. Review existing draft list and add/remove as relevant 2. Rate all positions in terms of their relevance for TFCAs (1 – not relevant, 10 – very relevant) 3. Identify training needs (poss only for relevant positions identified in 2 above | All |
| 12:30 | Lunch |  |
| 13:30 | TFCA competencies for selected focus areas and careers   * From the previous session, review all TFCA relevant jobs and identify if there are specific TFCA-relevant competencies needed * (What TFCA specific competencies does e.g. a Tracker need?) |  |
| 15:00 | Health Break |  |
| 15:15 | Careers in TFCA governance – develop rough competency framework for these positions |  |
| 16:45 | Summary of the day - Ask for volunteers (ideally presenters) to collate key curriculum elements per sector for sessions on Day 2 |  |
| 17:00 | Close |  |
| 19:00 | Dinner & option of thematic presentation (MOOCs as a tool for expanding capacity?) |  |

**Day 2: Matching existing curricula to current needs in TFCAs**

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| Time | Description | Responsible |
| 8:30 | Develop Matrix on curricula relevant to relevant positions   1. For each position in the four areas (PA, CBNRM, Tourism, TFCA), list relevant training courses on offer across the region (from all TIs) 2. Identify any gaps that may exist (i.e. where there is no training for a need identified) 3. Colour code according to Training Institutions offering the training 4. Map of location of Training Institutions (geographic) | TIs only, TFCA Focals voluntary  To do before:  Map  Matrix template |
| 10:00 | Health Break | TIs only, TFCA Focals voluntary |
| 10:30 | Prev session contd. |  |
| 12:30 | Lunch |  |
| 13:30 | TIs present matrix,  Review competencies on TFCA track – is there a need to expand after matrix discussions?  Review gaps identified during matrix development and identify working group to and action plan to follow up on filling gaps (thematic and quantitative) | TIs/All  Prepare matrix from TNAs on quantitative training needs in each country (CM) |
| 16:00 | Close |  |
| 16:15 | Voluntary excursion (game drives) |  |
| 19:00 | Dinner & option of thematic presentation |  |

**Day 3: Developing an Action Plan for streamlining capacity development in TFCAs**

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| Time | Description | Responsible |
| 8:30 | Discussing standards and competencies and regional recognition   * Which courses are manifold in the region and need standards? (e.g. Ranger Training, Guide Training, etc) * Action Plan – how are we going to tackle this? Who needs to be involved? * Which courses need regional recognition (e.g. TFCA Management course)? Including recognition of prior learning, such as high school diploma as well as practical experience – how can these be recognised in other SADC countries; * Action Plan – how are we going to tackle this? Who needs to be involved? | (Group work with plenary for presentation and cross-discussion) |
| 10:00 | Health Break |  |
| 10:30 | Logistical constraints:   * Language * Visas * Permits? * Locations/distance from TFCA   Action plan – who needs to do what where? |  |
| 12:30 | Lunch |  |
| 13:30 | Consolidated action plan for TFCAs in SADC: includes   1. Action plan for curriculum development/filling gaps 2. Action plan for standards and regional recognition 3. Action plan for tackling logistical constraints |  |
| 15:00 | Health Break |  |
| 15:15 | Previous session contd. |  |
| 16:45 | Summary of the Day, next steps (report, action plan distribution, etc) |  |
| 17:00 | Close |  |
| 19:00 | Dinner |  |

**Required Inputs:**

1. Training Institutions: Curricula information for all courses related to TFCAs
2. TFCA Focals: any information on priority needs in their respective TFCAs
3. Framework for action plans (TFCA CB CoP)
4. List of current known training providers (TFCA CB CoP)
5. List of current known trainings (TFCA CB CoP)

1. SADC Programme for Transfrontier Conservation Areas, 203, p.4. [↑](#footnote-ref-1)