

“GREENING THE MINDS THAT SHAPE OUR PLANET’S FUTURE”

*Green***Matter**^{ZA}

GREENMATTERZA IS THE ENGINE
FOR GROWING BIODIVERSITY SKILLS.
DEVELOPING THE RIGHT PEOPLE AT THE
RIGHT TIME FOR THE GREEN ECONOMY.

www.greenmatter.co.za





OUR VISION AND MISSION

To be a catalyst for a sustainable and equitable life for all South Africans by growing biodiversity skills amongst its citizenry.

GreenMatter intends, by 2030, to develop a socially equitable and suitably skilled workforce of biodiversity leaders, professionals and technicians. The aim of this is to optimally implement national dynamic, expanding and increasingly complex biodiversity and development mandates and goals. South Africa's wildlife and natural resources are a precious source of wealth. In addition to its intrinsic value, the country's biodiversity supports income generation and job creation for communities, and is fundamental to the ecological infrastructure needed to sustain and enhance human well-being and development. Issues such as climate change, ecosystem degradation and resource constraints affecting supplies of food and water have increased society's desire to safeguard this vital natural Capital. In order to achieve these goals, we need a steady flow of the best minds to help sustainably manage our natural resources for the benefit of all South Africans, both present and future generations.

Over the next 20 years as mandated by the National Biodiversity Human Capacity Development Strategy (BHCDS), GreenMatter aims to contribute to the growth of an equitable and skilled workforce of biodiversity professionals and technicians to optimally implement the sector's expanding and increasingly complex mandate. In response to Strategic Objective 2 of the National Biodiversity Framework of 2007, the BHCDS is an initiative of The Lewis Foundation, which funded its development and the South African National Biodiversity Institute (SANBI), which had been mandated by the then Department of Environmental Affairs and Tourism (now DEA) to provide strategic leadership for capacity development and transformation in the sector.



STRATEGIC OBJECTIVES

GreenMatter operates under the auspices of the National Biodiversity Strategies and Action Plan (NBSAP) as part of the Human Capacity Development (HCD) Strategy for the Biodiversity Sector South Africa towards the year 2020. Here are the overarching objectives:

1. Increase the supply of scarce skills through targeted higher education initiatives.
2. Promote the biodiversity sector among South Africans and key decision makers.
3. Extend existing capacity of those already in the work place.
4. Improve retention and effective deployment of skilled people in the sector.
5. Increase relevance and quality of educational provisions by a wide range of higher education institutions and other training providers.
6. Contribute to better science, maths, literacy, and environmental learning in schools.
7. Increase the impact of the collective effort of human capacity development initiatives relevant to the sector.

The intended impact of the GreenMatter programme is to help environmental/biodiversity organisations to fortify an already strong environmental sector for increased synergy and collective, coordinated action. Our vehicle of choice to perform this, is through supporting access to quality education and work and retention of professionals to eventually produce champions for the environment. We encourage leadership to emerge to take South Africa forward as a strong contender in the Green Economy on a global scale with a world-class environmental/biodiversity sector.





GREENMATTER STRUCTURES

GreenMatter works with various partners and contributors and is activated through a shared ownership model, which brings together networks of organisations and agencies to address the need for post graduate skills development.

We organise our strategic and operational plans around six “main” clusters and two “supporting” clusters: The “main” clusters are shaped around six programme areas for advancing the strategic objectives stated above. The leading implementing partners are listed alongside each programme cluster.

- Cluster 1: **TEACHER EDUCATION** - Rhodes University and UNISA
- Cluster 2: **POSTGRADUATE FELLOWSHIP** - Core Team
- Cluster 3: **BRIDGING INTO WORK** - University Forum for Biodiversity
- Cluster 4: **ORGANISATIONAL STRENGTHENING** - Core Team supported by partner organisations
- Cluster 5: **ENTREPRENEURSHIP DEVELOPMENT** - Core Team supported by partner organisations
- Cluster 6: **NATIONAL ADVOCACY** - Core Team supported by partner organisations

The “supporting” clusters reflect the work that is coordinated by the GreenMatter Core Team to promote and support the above human capital development programmes.

- Cluster 7: **MARKETING, COMMUNICATIONS & STAKEHOLDER MANAGEMENT**
- Cluster 8: **BUSINESS DEVELOPMENT, PROGRAMME MANAGEMENT & FUNDING**

FUNDISA FOR CHANGE (TEACHER EDUCATION)



The Fundisa for Change programme is a multi-stakeholder collaborative initiative which seeks to support transformative environmental learning in the CAPS through teacher professional development.



“ From now on, after this course I will have to teach meaningful lessons... The course equipped me with more skills and knowledge. It emphasised on walking the talk and meaningful teaching ” .

The Fundisa for Change programme showcases the important relationships between teacher education institutions (universities), Government institutions, parastatals and major NGO partners working on ESD in the country and the teachers themselves. Like many national curricula around the world, South Africa's Curriculum and Assessment Policy Statements (CAPS) are rich in 'environment and sustainability' content. Indeed, all the subjects

address aspects of sustainability. However, teaching about the environment can be challenging as the issues are complex and much environmental information is new to teachers. The Fundisa for Change programme therefore introduces teacher educators and teachers to relevant knowledge, teaching methods and assessment practices that will enable them to teach the existing environmental content in the CAPS more confidently and successfully.

GREENMATTER POSTGRADUATE FELLOWSHIP



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Fellowship

The GreenMatter Fellowship welcomes outstanding graduates, passionate young professionals and experienced leaders from all walks of life. It emphasises camaraderie, community and peer learning, while encouraging individual excellence. It promotes the view that leadership for biodiversity can and should be evident across sectors, occupations, qualifications and positions.

THE GREENMATTER FELLOWSHIP HAS SEVERAL UNIQUE CHARACTERISTICS. THESE INCLUDE:

- Specifically targeting the priority skills needs of the biodiversity sector, as informed by research.
- Providing a quality, holistic support package, supplementing financial awards with mentoring, personal and professional development support; and
- Supporting individuals, but also connecting them to the wider national context.



IMVELISI—DEVELOPING ENVIROPRENEURS



Imvelisi is a partnership initiative between GreenMatterZA and the South African Young Water Professionals Network (YWP). This programme is funded by the Department of Science and Technology with the aim of supporting the business development of young water and biodiversity innovators and their ideas.



The Imvelisi Programme is as an ideation/conceptualization phase training intervention for aspiring enviropreneurs. The purpose of the programme is therefore to ensure a streamlined innovation support system for young people considering careers in the water and biodiversity sectors by helping participants through the ideation phase of business development and preparing them for pitches to mentors, incubation programmes and early stage entrepreneurship investors.

Some of our beneficiaries have gone on to register their first businesses, some have been accepted into enterprise development agencies and business development incubation programmes, some have secured funding for their business concepts and other have managed to find strategic partnerships through working with their mentors and other Imvelisi participants. The programme has helped them unlock the next step in developing their business concepts and bringing them to life.

THE TYPES OF BUSINESSES WE SUPPORT FALL INTO THE FOLLOWING MARKET AREAS:

Market A:	SMART TECHNOLOGY AND MONITORING
Market B:	RESOURCE RECOVERY
Market C:	WATER HARVESTING
Market D:	(ADVANCED) WATER TREATMENT
Market E:	WATER USE EFFICIENCY
Market F:	ENERGY SERVICES SPECIFIC TO THE WATER SECTOR
Market G:	WATER SENSITIVE DESIGN
Market H:	INVASIVE ALIEN VEGETATION
Market I:	BIOPROSPECTING
Market J:	PRIMARY AGRICULTURE

Our entrepreneurs have gone onto Enterprise Development Agencies, incubators, some have started their own businesses, whilst other have become intrapreneurs who add value and entrepreneurial spark at their place of employment.

To get involved, follow our facebook page for news and events on upcoming workshops and bootcamps.

WORK INTEGRATED LEARNING

Led by WWF-SA on behalf of the GreenMatter partner network, the Work Integrated Learning (WIL) Project under Bridging into Work seeks to respond to some of the key systemic challenges associated with the transition of new graduates from the learning environment into the workplace. In the short term from, this project has focused specifically on the work integrated learning experience of the student intern who requires placement as part of a curriculum requirement to complete his / her qualification.



Organisational Strengthening

This is a strategic GreenMatter cluster focused on upskilling and retaining professionals in the sector. 2 key focus areas: Capacity Development & Mentoring, AND NSTF Awards.

Capacity Development

Strengthen the capacity of governmental and non-governmental agencies with a biodiversity mandate, to attract, retain and up-skill their staff through strategically aligned HR planning and work-based skills development. This includes integrating in-house training teams, supported by a coordinator, technical assistants and external expertise.



NSTF Awards

The highly-acclaimed NSTF Awards are presented annually. The Awards recognise outstanding contributions to science, engineering and technology (SET) and innovation for researchers and other SET-related professionals. The GreenMatter category, now in its second year, recognizes outstanding contribution to SET and innovation by an individual or organization.

NATIONAL ADVOCACY

GreenMatter continues to engage with stakeholders to drive the upscaling of environmental skills development in South Africa. This includes efforts to encourage the coordination of multiple green skills initiatives currently in the pipeline.

GreenMatter catalyses and supports several initiatives to lobby for a more coordinated and focused effort to produce graduate level skills for biodiversity. A key platform is the National Environmental Skills Planning (NESP) Forum led by the Department of Environment Affairs (DEA). The Forum consists of representatives from a range of government and private organisations, SETAs, educational institutions and NGOs. It meets quarterly to identify environmental skills development needs and where possible put in place actions to address them.

GET INVOLVED

Your contribution can make a lasting impact on better coordination within the environmental sector for improved conservation outcomes. We encourage partnerships with existing environmental organisations on a multitude of conservation projects, with our focus being on Human Capacity Development in this sphere. By partnering with GreenMatter you are contributing to a Greener future where the youth of South Africa can become empowered custodians of our natural heritage. Contact GreenMatter to partner with us or to talk about how you can make a difference to an aspiring biodiversity scientist through education and leadership skills development. For your organisation, project or an individual.



All of life's systems are linked and the loss of one system could bring them all down.

The uniqueness of South Africa is not only evident in our rich cultural diversity, but also in our Biodiversity and the range of people who work to manage and protect it.

These are the leaders, professionals, researchers, technicians and young champions who ensure that we maintain intact, healthy ecosystems.

Supporting, developing and sustaining our knowledge foundation and Biodiversity Skills in South Africa is GreenMatter's priority.

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GreenMatterZA

Founded by The South African National Biodiversity Institute (SANBI) and The Lewis Foundation.

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GreenMatter is a Non Profit Company (NPC) , our registration details are as follows:

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SANBI
Biodiversity for Life
South African National Biodiversity Institute


THE LEWIS
FOUNDATION



environmental affairs

Department:
Environmental Affairs
REPUBLIC OF SOUTH AFRICA