

GUIDELINES FOR A HUMAN CAPITAL DEVELOPMENT STRATEGY IN THE BIODIVERSITY CONSERVATION SECTOR

**RESEARCH REPORT PRODUCED FOR THE LEWIS FOUNDATION AND THE
SA NATIONAL BIODIVERSITY INSTITUTE (SANBI)
BY**



HUMAN SCIENCES RESEARCH COUNCIL

NOVEMBER 2009

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ACKNOWLEDGEMENTS

This research report was made possible by the cooperation of a number of organisations and individuals. Firstly, a word of thanks to SANBI and the Lewis Foundation for facilitating and funding the project. The constant support, advice and feedback from Dr Tanya Abrahams, Ms Lindy Rodwell, Dr Eureta Rosenberg and Dr Carmel Mbizvho were also much appreciated.

A word of thanks is due to all the organisations in the biodiversity conservation sector who agreed to participate in the fieldwork and those individual scientists and managers who shared their precious time, experiences and expertise with the HSRC team in the interviews, and also submitted documentation. Appreciation is also due to the research team consisting of the staff in the World of Work and Education Units at the Education, Science and Skills Development Programme at the HSRC.

ACRONYMS

ASGI-SA – Accelerated and Shared Growth Initiative for South Africa

ATR – Annual Training Report

BCMS – Business Science, Commerce & Management

B Div – Biodiversity

B Tech – Bachelor of Technology

BZ&N – Botanical, Zoological Gardens & Nature Reserve Activities

CBD – Convention on Biological Diversity

CEE – Commission for Employment Equity

C Gov – Central Government

CHE – Council for Higher Education

CoCT – City of Cape Town

CSDP – Computer Science & Data Processing

DACST – Department of Arts, Culture, Sport & Tourism

DEAT – Department of Environmental Affairs and Tourism

DoHET – Department of Higher Education and Training

DoE – Department of Education

DPRU – Development Policy Research Unit

DST – Department of Science & Technology

DTI – Department of Trade & Industry

DWAF – Department of Water Affairs & Forestry

DWEA – Department of Water & Environmental Affairs

EAP – Economically active population

EGDI – Economic Growth and Development Initiative

EEA – Employment Equity Act

ESSP – Environmental Sector Skills Plan

FET – Further Education & Training

GAFF – Game, Agriculture, Forestry & Fishing

GDP – Gross domestic product

GER – Gross enrolment ratio

GET – General Education and Training
GIS – Geographic Information System
HCD – Human Capital Development
HCDS – Human Capital Development Strategy
HCT – Human capital theory
HDI – Human Development Index
HE – Higher education
HEIs – Higher education institutions
HEMIS – Higher Education Management Information System
HET – Higher education & training
HRD – Human resources development
HRDS-SA – Human Resource Development Strategy of South Africa
HSRC – Human Sciences Research Council
ICT – Information communication technologies
IPAP – Industrial Policy Action Plan
ISETT SETA – Information Systems Electronics Telecommunication
Technologies Sector Education & Training Authority
IT – Information Technology
JIPSA – Joint Initiative on Priority Skills Acquisition
KZN – KwaZulu-Natal
LFS – Labour Force Survey
L Gov – Local Government
LGSETA – Local Government Sector Education & Training Authority
LMB&N – Libraries, Museums, Botanical Gardens & Nature Reserves
MP&AP – Managers, Professionals and Associate Professionals
MTSF – Medium-term Strategic Framework
NBF – National Biodiversity Framework
NBI – National Business Initiative
NBSAP – National Biodiversity Strategic Action Plan
N Dip – National Diploma
NGOs – Nongovernmental organisations

NIP – National Innovation Plan
NIPF – National Industrial Policy Framework
NPHE – National Plan for Higher Education
NPO – Nonprofit organisation
NQF – National Qualifications Framework
NRF – National Research Foundation
NRM – National Resources Management
NSA – National Skills Authority
NSDS – National Skills Development Strategy
NSF – National Skills Fund
OECD – Organisation for Economic Cooperation & Development
OFO – Organising Framework for Occupations
P&AP – Professionals and associate professionals
P Gov – Provincial government
PG – Postgraduates
PIIP – Public Infrastructure and Investment Programme
PMG – Parliamentary Monitoring Group
PSETA – Public Services Sector Educational Training Authority
QCTO – Qualifications Council for Trades & Occupations
R&D – Research and development
SACNSP – South African Council for Natural Scientific Professions
SANBI – South African National Biodiversity Institute
SANParks – South African National Parks Board
SAQA – South African Qualifications Authority
SASCO – South African Standard Classification of Occupations
SET – Science, Engineering & Technology
SETA – Sector Education & Training Authority
SIC – Standard Industrial Classification
SOC – Standard Occupational Code
SSP – Sector Skills Plan
THETA – Tourism, Hospitality and Sport Education & Training Authority

TLLF - Tony and Lissette Lewis Foundation

WESSA – Wildlife and Environment Society of South Africa

WSP – Workplace Skills Plan