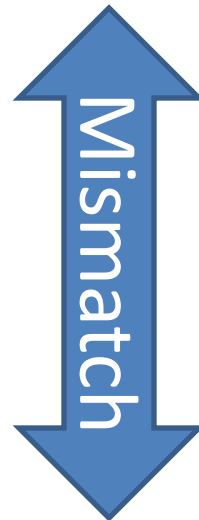


Thicket (Forum): Opportunities for Human Capacity Development



What is the Problem?

Outputs from academic institutions are not in short



Employment opportunities for biodiversity practitioners is (**not**) in short

What is the Problem?

Universities accredited for large number intake of students

Lecturer-Side Issues

- Students are under-prepared from schools
- Lecturing load is huge, then publish papers
- One-on-one is almost impossible



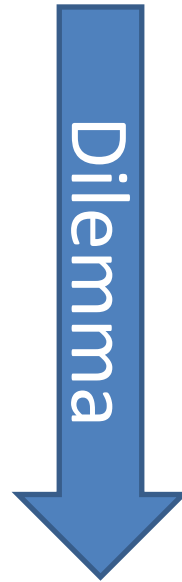
Student-Side Issues

- Language and content barriers
- Multiple-choice instead of essays
- Difficulty in internalising values

Reduced opportunities for practical skills

What is the Problem?

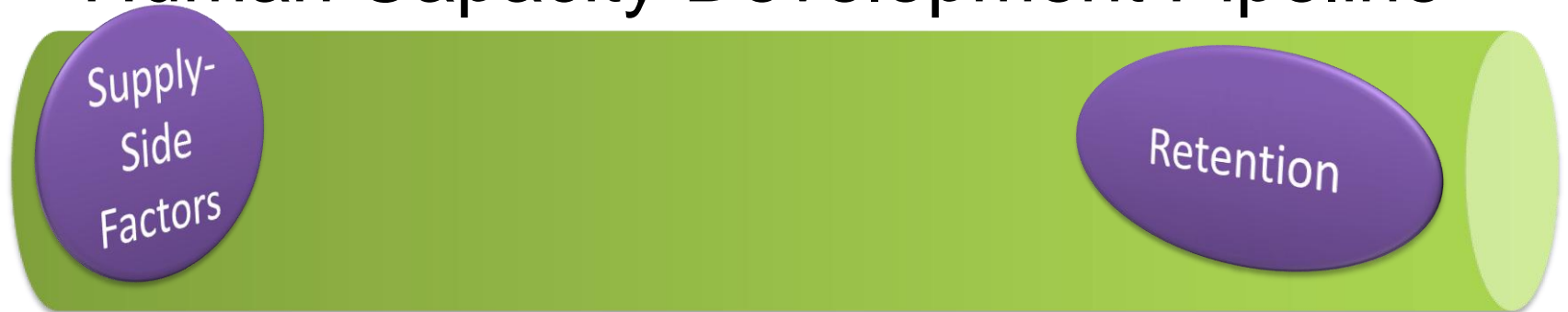
Societal pressures



Reduced appetite for long study careers

HSRC Sector Analysis

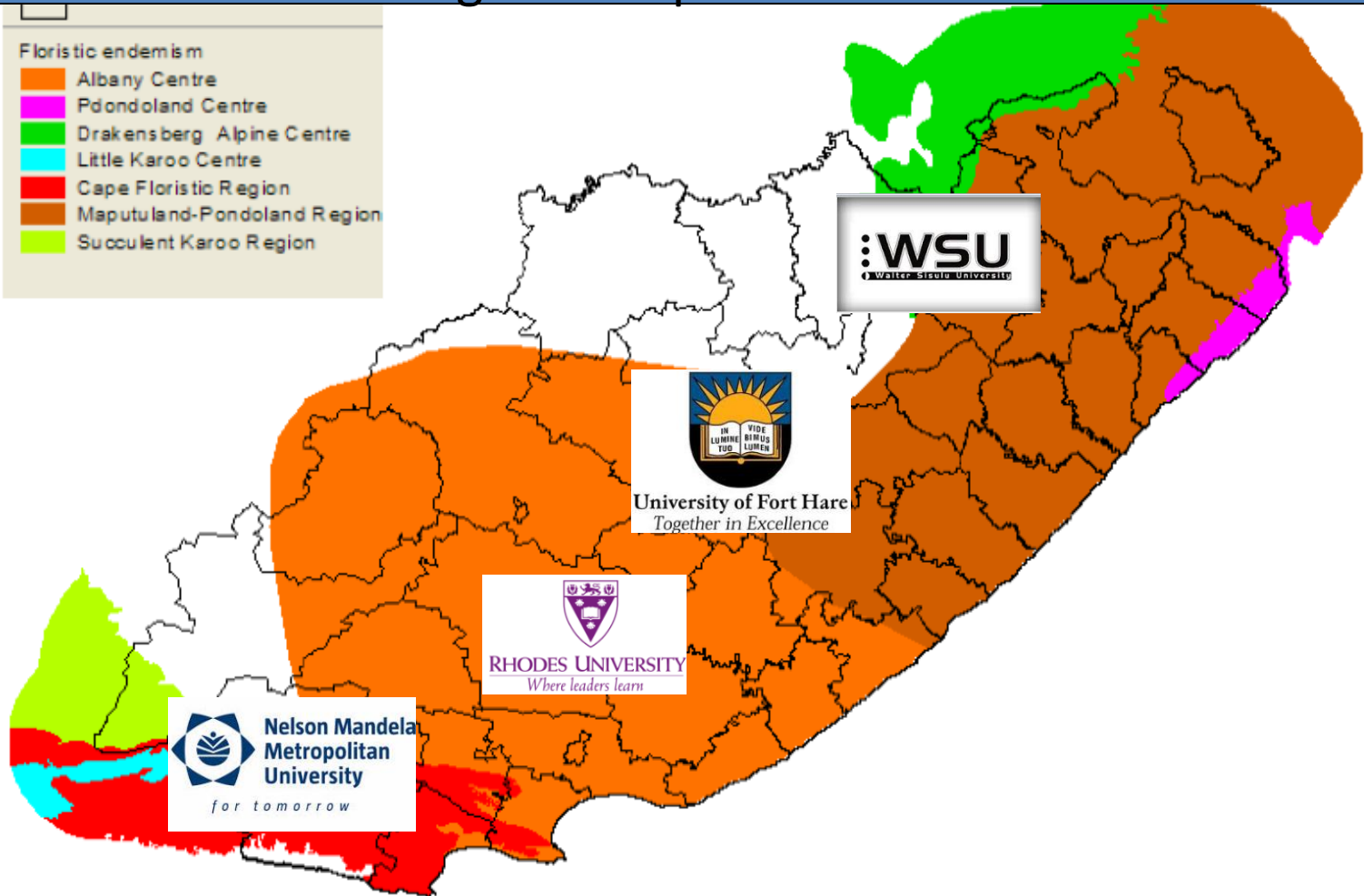
Human Capacity Development Pipeline



Resource in Our Backyard

7 biomes; 4 centers of endemism, 3 floristic regions of global importance

- Floristic endemism
- Albany Centre
 - Pondoland Centre
 - Drakensberg - Alpine Centre
 - Little Karoo Centre
 - Cape Floristic Region
 - Maputland-Pondoland Region
 - Succulent Karoo Region



Thicket Stakeholders Need To Identify Gaps



Beneficiaries

- Institutions
- Unemployed
- Mid-career practitioners
- Land Owners
- Conservation Agencies



Key Leverage Points:

- Ultimate aim is managing SA's biodiversity better
- HSRC identified human resource capacity and transformation as critical issues
- Within this, **graduate level skills** are the most strategic leverage point



Increasing skills of individuals to meet biodiversity goals

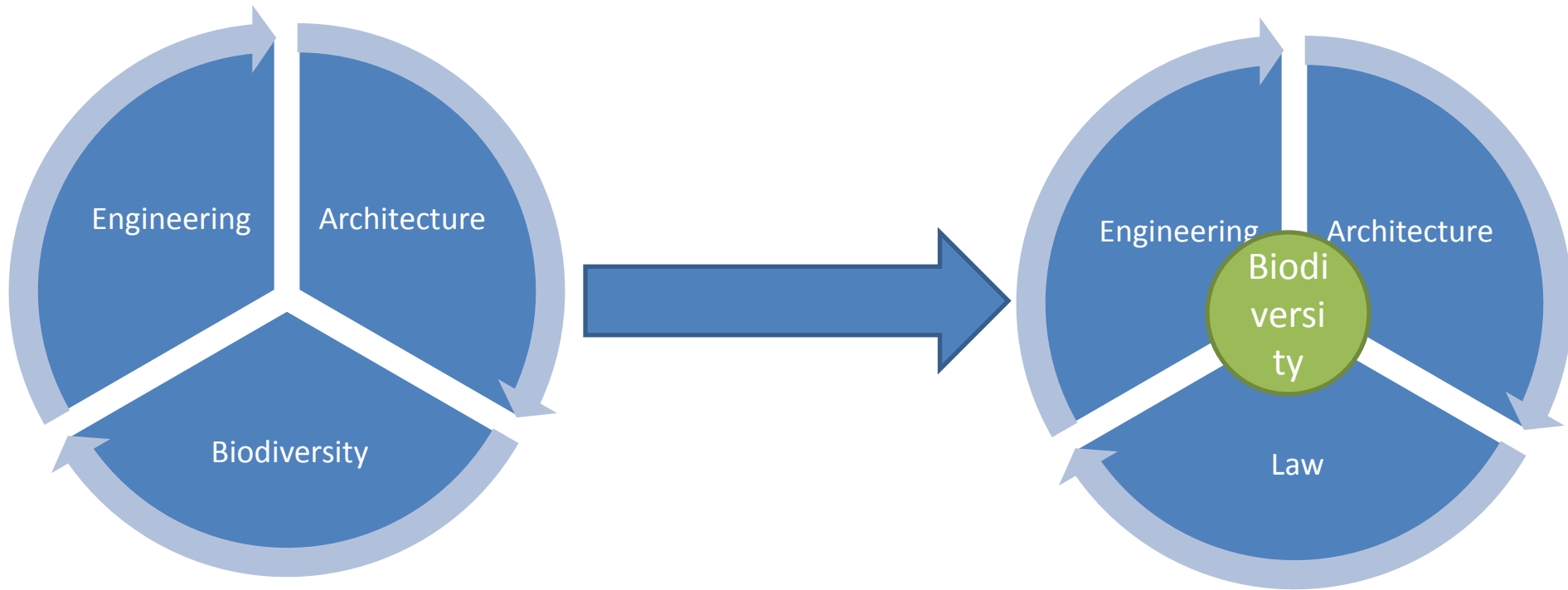
Organizational

Individual



Thicketers

Change of Mental Models



Mainstream Biodiversity within Higher Institutions of Learning



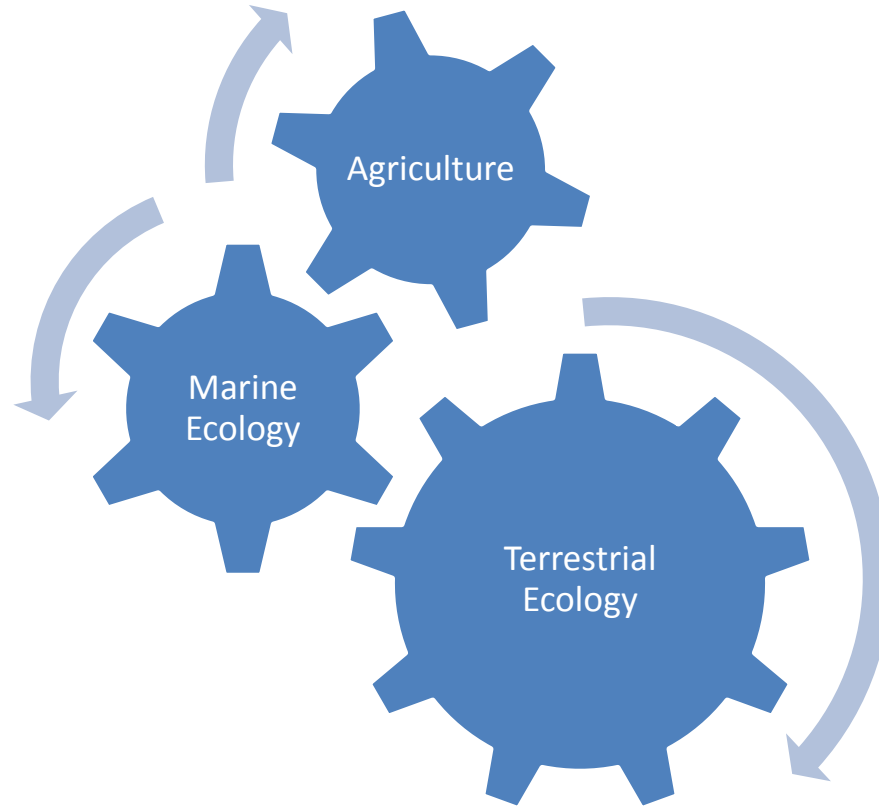
Blockages of development
and employment
opportunities



How to configure
schooling system

People with influence to make a case for biodiversity

Greater Collaboration Between Institutions



RHODES UNIVERSITY
Where leaders learn



**Nelson Mandela
Metropolitan
University**

for tomorrow



University of Fort Hare
Together in Excellence

Collaboration with municipalities,
employing sector and land owners



Learning Centre In One Of The Nature Reserves

Advocacy Role



As an individual: What can you do?

