



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Lameez Eksteen & Glenda Raven
Environmental Leaders Programme,
WWF-SA

Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Policy alignment

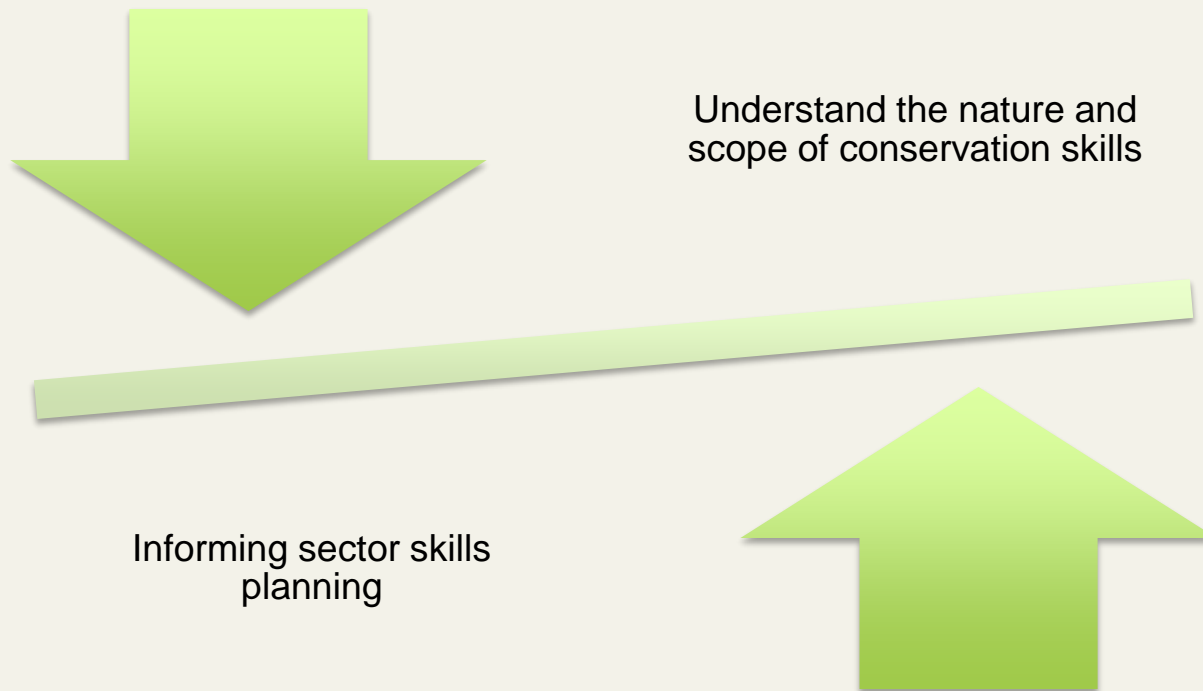




Green Skills Research for Conservation:

A baseline study of the nature and scope of
green skills for conserving South Africa's
ecological assets.

Context and purpose

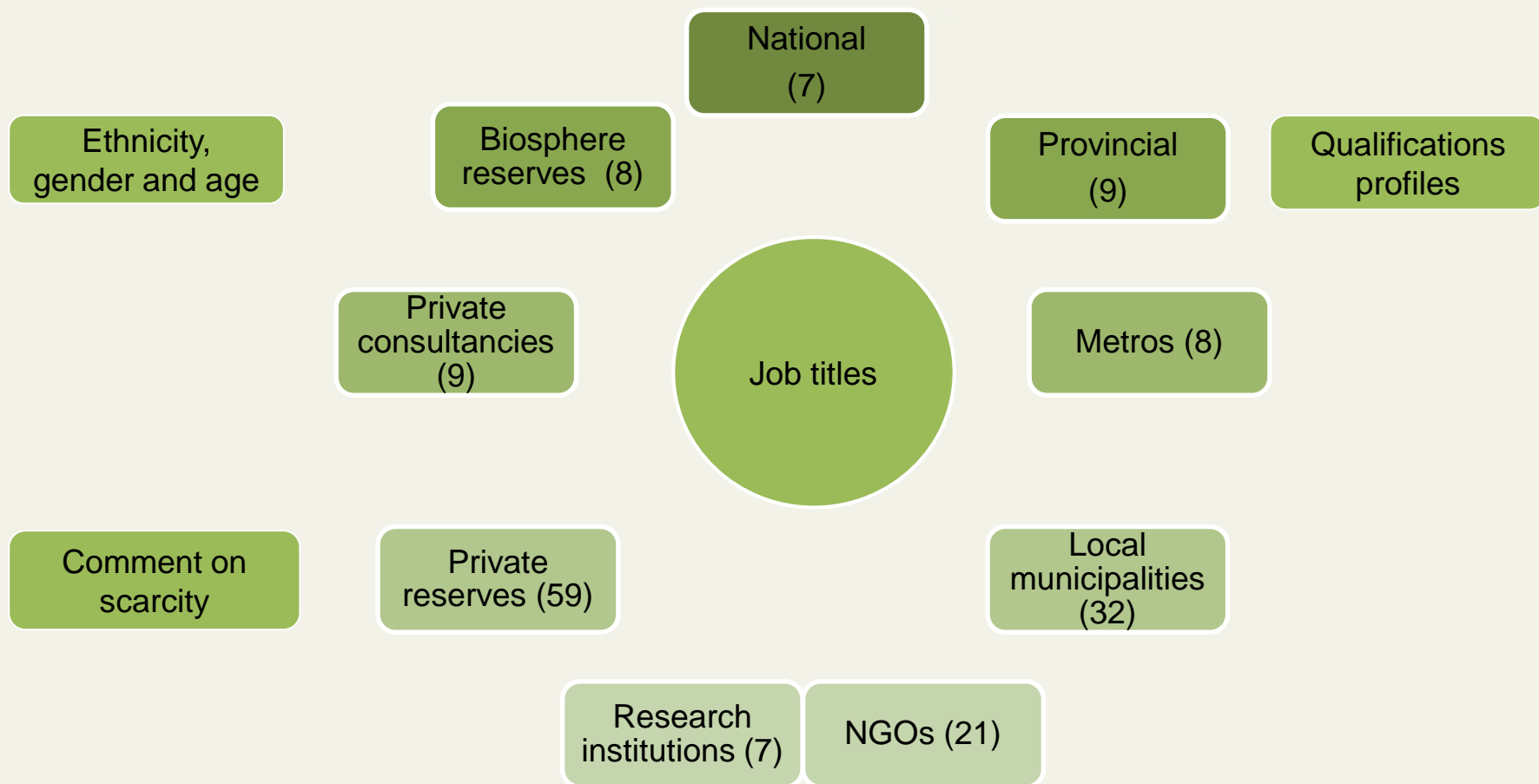




Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Research Methodology





Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Scope of skills

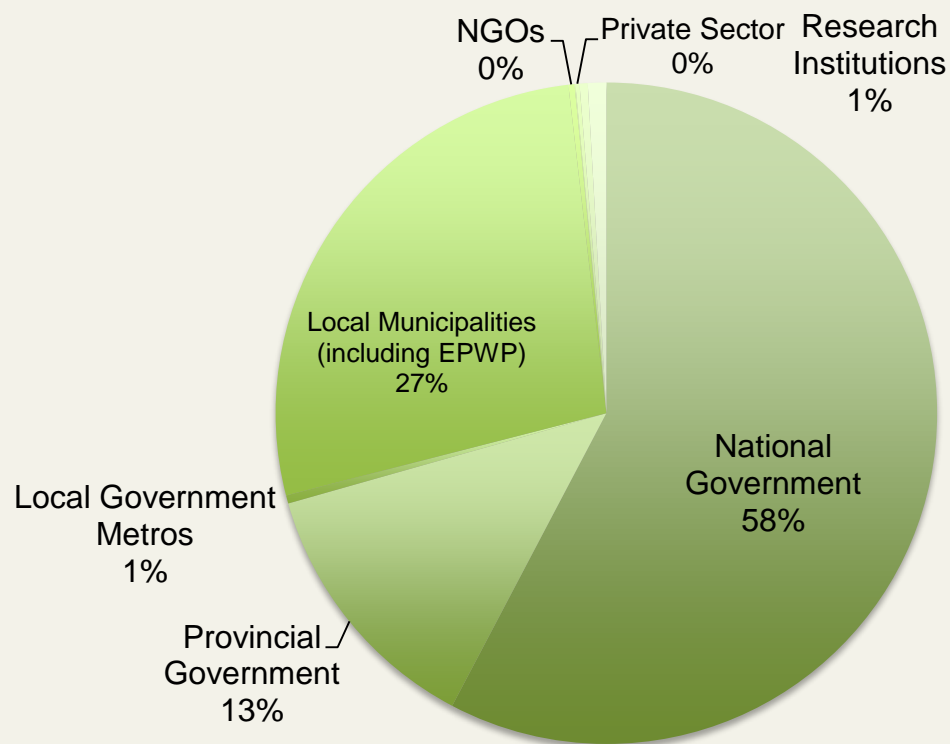
Conservation skills per employer category	#	%
National Government (incl. EPWP, 93374, 54%)	98, 958	57.8%
Provincial Government (incl. EPWP, 17122, 10%)	22, 187	12.9%
Local Government Metros	671	0.4%
Local Municipalities (incl. EPWP, 46244, 27%)	46,686	27.2%
NGOs	431	0.3%
Biosphere Reserves	78	0.04%
Private Sector	312	0.2%
Private Reserves	642	0.4%
Research Institutions	1552	0.9%
Total	171, 517	100%



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Scope of skills





Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Skills per major group

#	Total number of conservation skills per OFO major group	Total # of skills per occupation	% of total occupations
1	Managers	1082	7.2%
2	Professionals	5339	35.4%
3	Technicians and Associate Professionals	2913	19.3%
4	Skilled Agricultural, Forestry, Fishery, Craft And Related Trades Workers	554	3.7%
5	Elementary Occupations	161940	34.5%
	Total	171, 830	100%



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Ethnicity

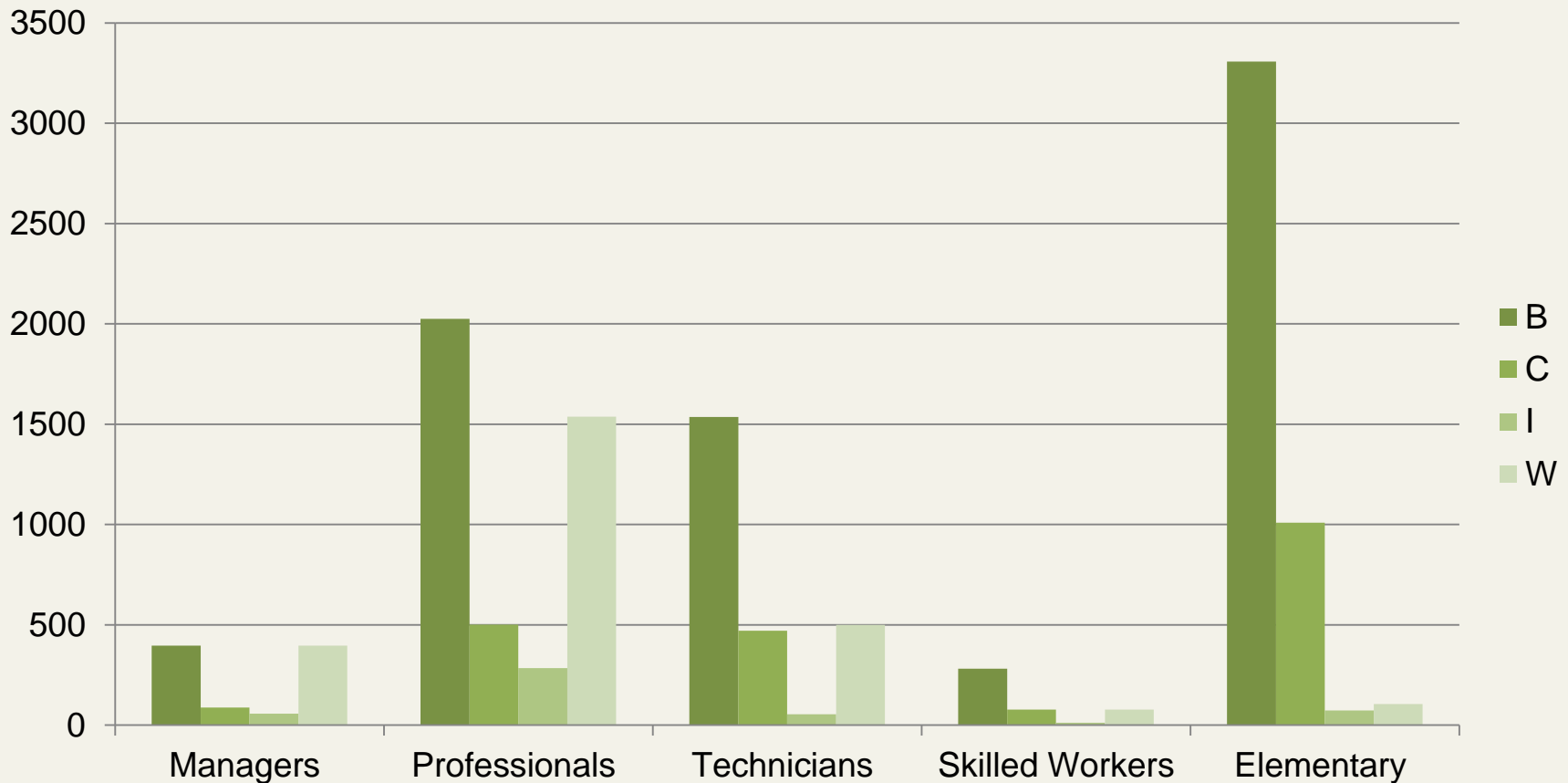
Ethnicity across organisational categories	Black	Coloured	Indian	White
National Agencies	3515	976	161	918
Provincial Agencies	2431	682	75	352
Metros	240	55	11	167
Local Government	152	84	13	42
NGOs	193	60	15	158
Biosphere Reserves	7	10	1	49
Private Sector	137	33	26	104
Private Reserves	382	54	2	197
Research Institutions	558	142	174	605
Subtotal	7615 (56.6%)	2096 (16.4%)	478 (3.7%)	2592 (20.3%)
EPWP Workers	103058	53689	8	0
Total	110673 (65.6%)	55785 (32.9 %)	486 (3.7%)	2592 (1.5%)



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Ethnicity per major group





Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Gender Profile

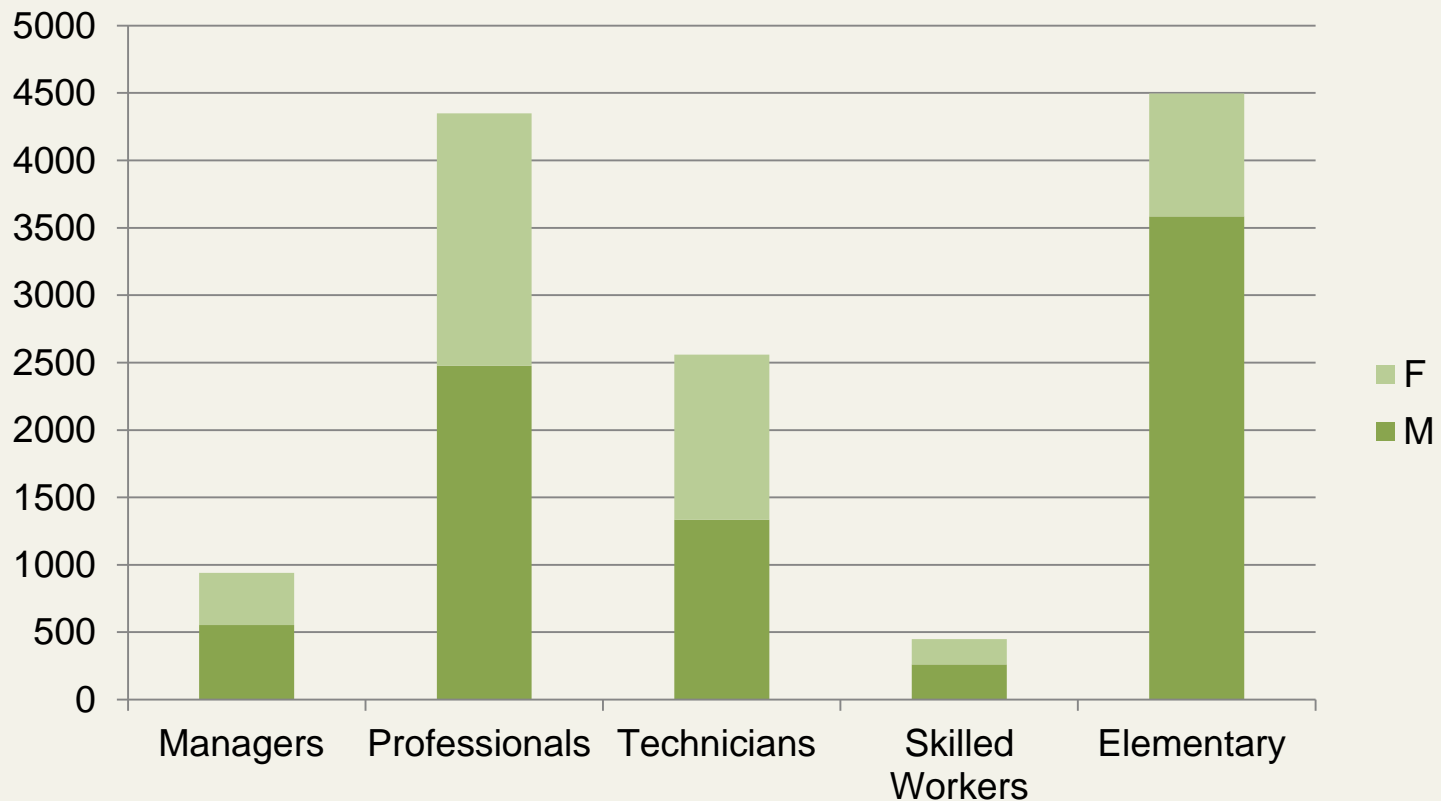
Gender profile across organisational categories	Total # of Males	Total # of Females
National Agencies	3442	2128
Provincial Agencies	2715	825
Metros	279	194
Local Government	201	90
NGOs	237	189
Biosphere Reserves	49	18
Private Sector	119	181
Private Reserves	635	509
Research Institutions	668	811
Subtotal	8345 (32.9%)	4945 (37.2%)
EPWP Workers	65831	90908
Total	74176 (43.7%)	95853 (56.3%)



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Gender Profile per major group





Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Age distribution

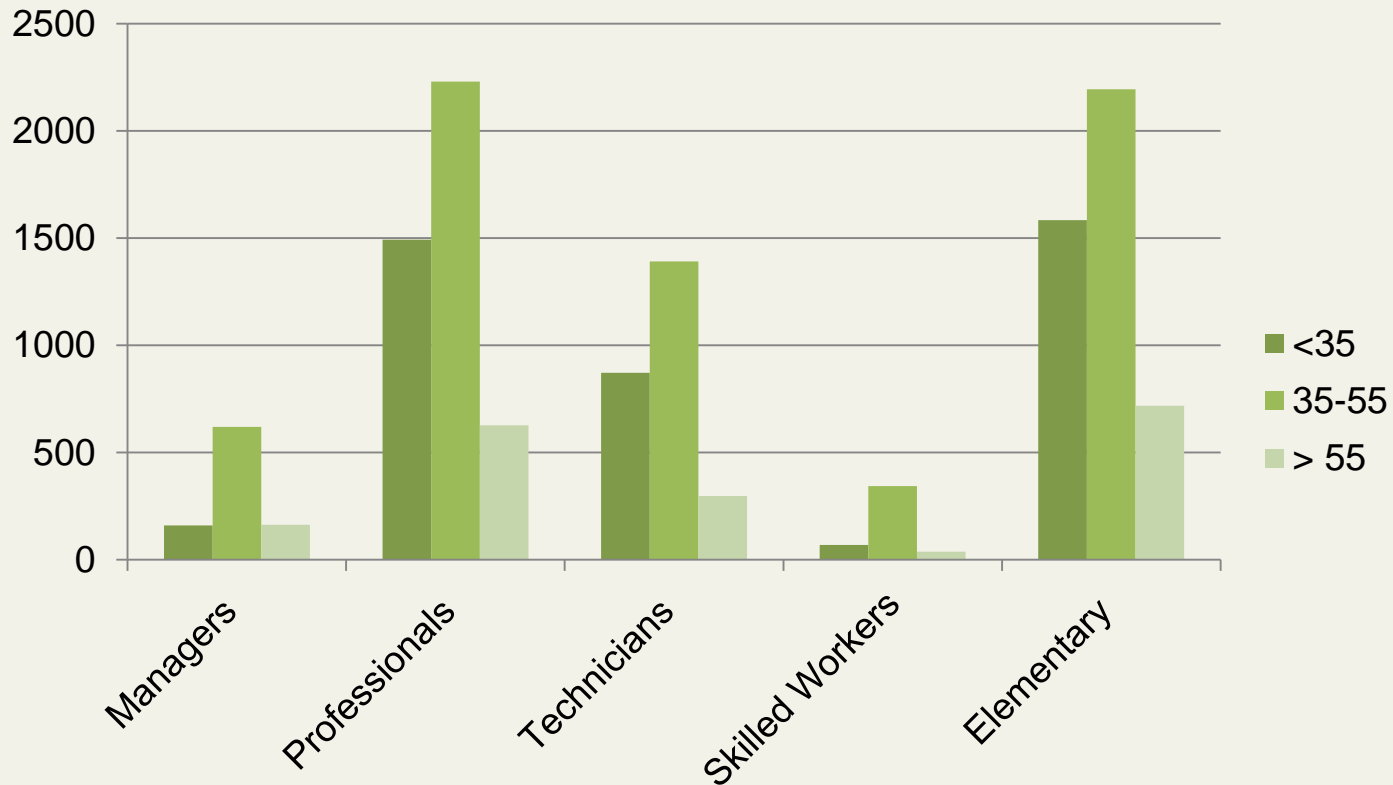
Age profiles across organisational categories	Younger than 35	35 to 54	Older than 54
National Agencies	921	530	388
Provincial Agencies	398	1321	22
Metros	148	260	65
Local Government	54	90	40
NGOs	189	185	52
Biosphere Reserves	6	37	24
Private Sector	145	137	18
Private Reserve	208	322	105
Research Institute	522	774	183
Subtotal	2591 (36.3%)	3656 (51.2 %)	897 (12.6%)
EPWP Workers	94062	67386	943
Total	96653 (57%)	71042 (41.9%)	1840 (1.1%)



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Age distribution per major group





Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Age distribution per major group

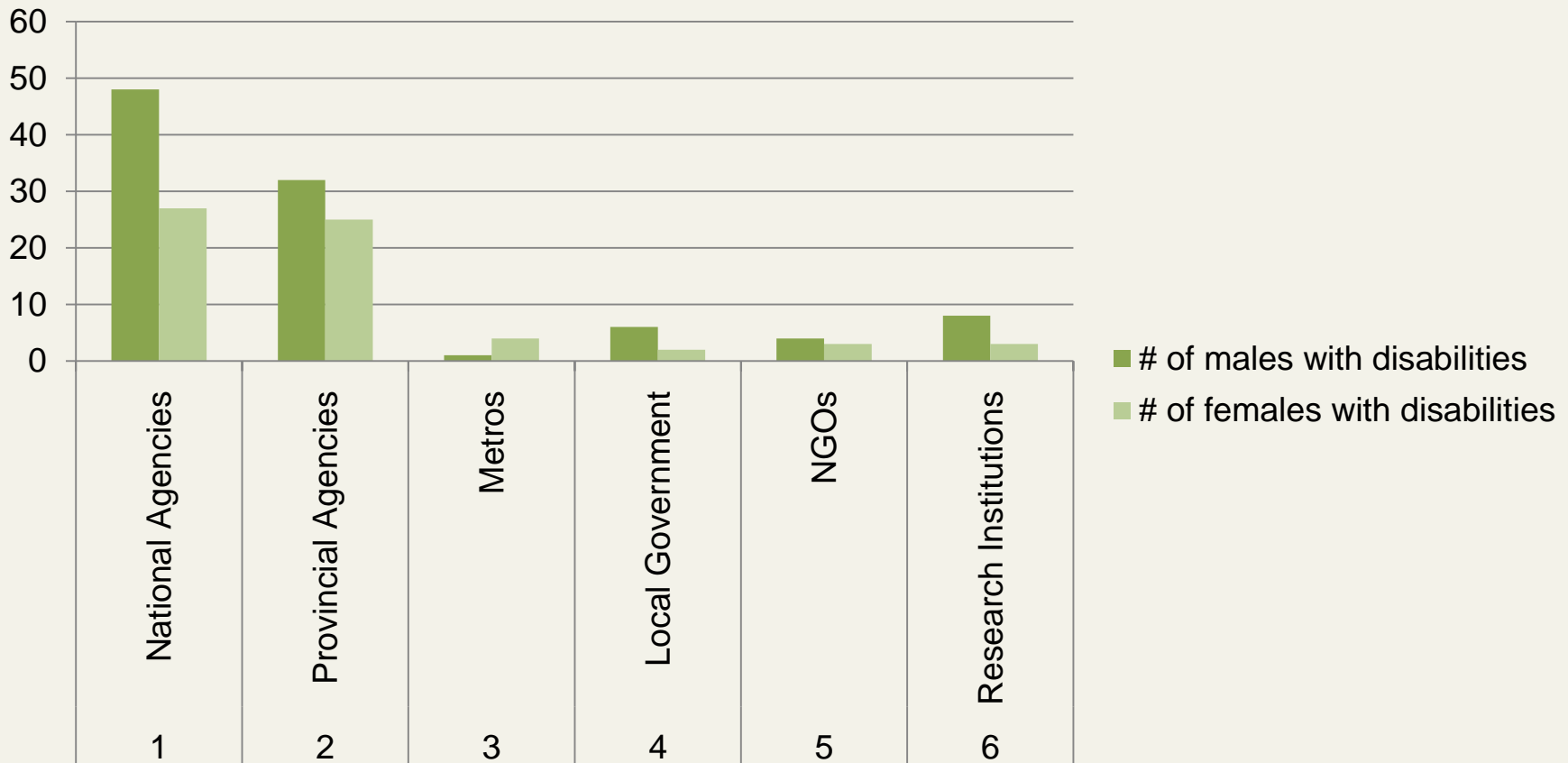
Persons with disabilities across organisation categories	Total # of males with disabilities	Total # of females with disabilities	Total # of persons with disabilities
National Agencies	48	27	75
Provincial Agencies	32	25	57
Metros	1	4	5
Local Government	6	2	8
NGOs	4	3	7
Research Institutions	8	3	11
Total	98	65	163
% of disabled people to the total # of skills	0.13%	0.07%	0.2%



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Persons with disabilities

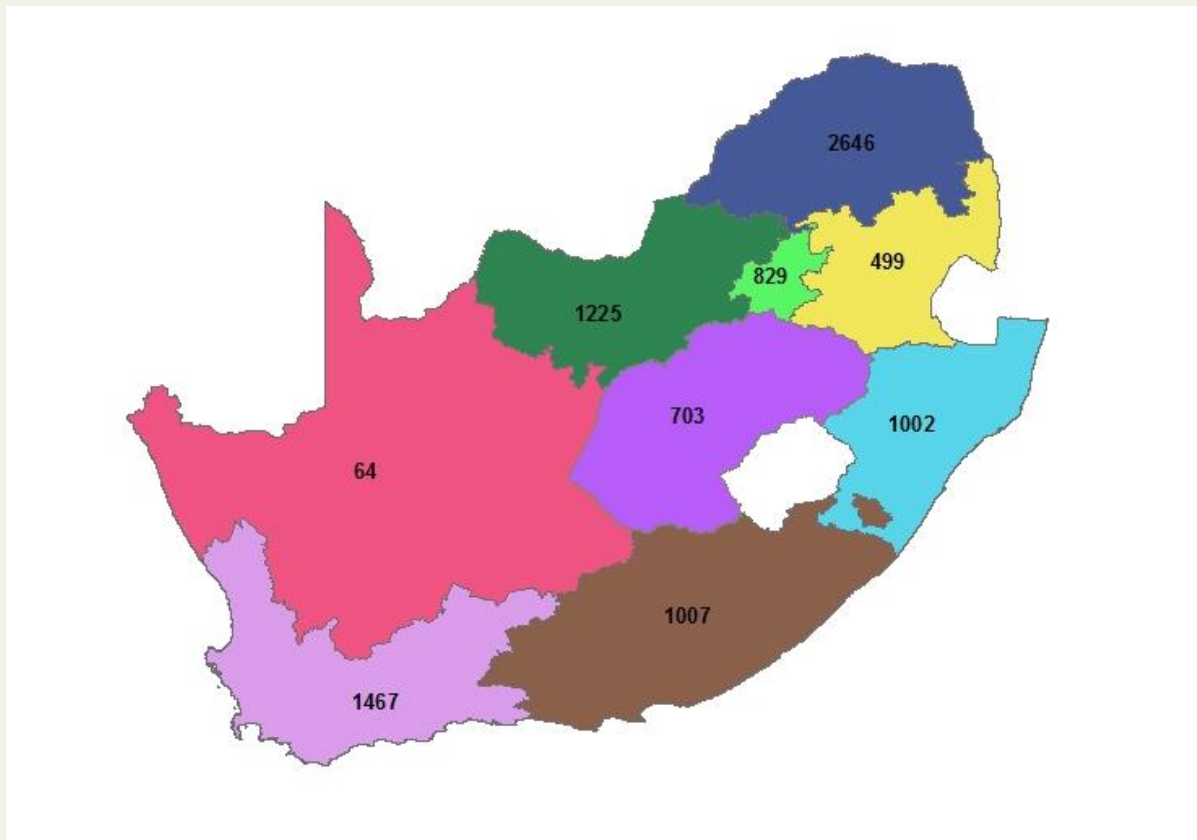




Green Skills Research for Conservation:

A baseline study of the nature and scope of
green skills for conserving South Africa's
ecological assets.

Geographical spread of skills





Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Scarce skills list

Occupations that reflect vacancies higher than 50:

- Geohydrologist/Hydrologist**
- Animal Ecologist **
- Environmental Practices Inspector **
- Environmental Auditor **



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Scarce skills list

% number of vacancies relative to the total number of skills for each occupation:

- Geohydrologist/Hydrologist
- Animal Ecologist
- Environmental Practices Inspector**
- Environmental Auditor
- Conservation Scientist**
- Zoologist**
- Species Protection Officer**
- Environmental Officer **
- Policy and Planning Manager
- Urban and Regional Planner



Green Skills Research for Conservation:

A baseline study of the nature and scope of green skills for conserving South Africa's ecological assets.

Scarce skills list

Employer feedback on skills they find difficult to fill:

- Environmental Practices Inspector**
 - Conservation Scientist**
 - Zoologist**
 - Park Ranger
 - GiS Specialist / Technician**
 - Species Protection Officer **
 - Environmental Officer **
 - Field Rangers
 - Ecologist
 - Environmental Manager
 - Research Manager / Research Director
 - Life Sciences Technician (Marine Technician/ Ecology Technician)
 - Veterinarian
-



Thank you

www.panda.org

