



WWF

ZA

2018

50th  
ANNIVERSARY

FOR NATURE.  
FOR YOU.

# CELEBRATING YOUNG LEADERS

A DECADE OF SUCCESS IN GROWING  
LEADERS FOR A SUSTAINABLE FUTURE

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Cover photo: Natasha Prince/WWF-SA

Photos: WWF has permission to use all images in this publication

Design and layout: GAPdesign

Printer: Hansa Digital & Litho Printing (Pty) Ltd

Printed on: Cocoon Offset

Published in October 2018 by WWF – World Wide Fund for Nature (formerly World Wildlife Fund), Cape Town, South Africa. Any reproduction in full or in part must mention the title and credit WWF as the copyright owner.

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WWF is one of the world's largest and most experienced independent conservation organisations with over 6 million supporters and a global network active in more than 100 countries.

WWF's mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by conserving the world's biological diversity, ensuring that the use of renewable natural resources is sustainable, and promoting the reduction of pollution and wasteful consumption.

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# CONTENTS

A BETTER FUTURE FOR ALL	4
1980s: ENVIRONMENTAL EDUCATION RISING	6
1990s: A NEW DAWN FOR THE ENVIRONMENT	8
2000s: GREEN SKILLS EMERGING	10
2008-2018: A DECADE OF SUPPORTING GRADUATES INTO WORK	12
LEADERS FOR THE ENVIRONMENT	15
OUR DIVERSE FUTURE LEADERS	16
REPRESENTING OUR RAINBOW NATION	18
OUR APPROACH TO GROWING YOUNG LEADERS	20
BUILDING A STRONGER SECTOR	26
A FEW ASPIRING LEADERS	28
UNFOLDING CAREER STORIES	30
PARTNERS FOR SUCCESS	40
LOOKING TO THE FUTURE	44

# A BETTER FUTURE FOR ALL

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As South Africans, we live in a unique part of the world. Our country is blessed with abundant diversity – indigenous wildlife, special plants and amazing people.



Dr Morné du Plessis  
CEO, WWF South Africa

*“I’ve seen how valuable it is to adequately integrate our young leaders into the often foreign world of work.”*

As a former professor at the University of Cape Town, I have seen and lived the passion and ambition of our country’s young graduates. Fresh with enthusiasm and free of cynicism, young graduates all want to make a difference. Yet they often don’t know where to begin. Being an academic, combined with my experience as the CEO of WWF South Africa for over ten years, I’ve seen how valuable it is to adequately integrate our young leaders into the often foreign world of work.

Since WWF started its Environmental Leaders internship programme in 2009, we have held the vision of empowering not only the young graduates but the entire nation of South Africa. We aim to enable our future leaders to drive our country’s equitable, inclusive and sustainable future with great care, unique skills and inspired leadership!

This is why we invest in growing our young leaders with skills of the highest quality in the environmental sector. We aim to instill good governance through the people who will hold positions of leadership when managing our country’s incredible natural heritage and leading the way towards a future of sustainable development for all.

South Africa’s natural beauty attracts tourists, creates jobs and opportunities for many and supports the well-being of its people.

Our rainbow nation is unique because of its vibrant mix of cultures, each with traditions and connections deeply rooted to the land. We need young people from diverse backgrounds to be part of the future care of our country’s heritage – social, environmental and economic.

It is heartening to know that WWF has long held education as one of its foundational principles. During Kader Asmal’s tenure as Minister of Education in the mid-1990s, WWF supported the appointment of an Environmental Education Advisor to the minister. Through this integral placement of a dedicated ambassador, environmental education was integrated into the South African school curriculum for the first time in 1998.

A lot has happened in environmental education since the 1990s. Following the feat of being included in the school curriculum, green skills for sustainability has moved centre stage in education and training, at all levels, to create a new generation of leaders for environmental change.



*“It is heartening to know that WWF has long held education as one of its foundational principles.”*

WWF is proud to have been part of these landmarks and equally proud of supporting our country’s youth who are committed to the environment and the well-being of people.

With the pilot intake of six Master’s graduates hosted by WWF South Africa in 2011, I watched with great delight the growth and transition of these interns into key environmental positions. They went from bright-eyed new graduates to colleagues who have contributed to WWF and beyond.

Since our first six interns, WWF has proudly been part of the internship journey of well over 100 young professionals placed in South African organisations ranging from conservation agencies to big corporates. The once academic, thesis-led ideas of these eager individuals are now being put into practice where it matters, applied to complex real-life challenges, implemented in projects at scale and promoted with influence where it counts.

These former interns are part of diverse networks of environmentally active organisations and creative individuals. We salute and celebrate these young leaders!

Join us in expanding the value for young graduates, for the environment, for South Africa, and for its people.

For nature. For you.

Dr Morné du Plessis



## 1980s

# ENVIRONMENTAL EDUCATION RISING

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In the 1980s, environmental education was mostly on the outer edge of education policy and practice. It consisted of extramural activities, such as hiking and camping on weekends and during school holidays.

*“Our aim was to expose these mostly township kids to our indigenous plants and animals, up close, in nature. They also got to learn a bit more about themselves.”*

Across the ocean in Australia and New Zealand, environmental education was fast becoming an established academic discipline in the late 1980s. On South African shores this community of practice was also taking off, as a few lead individuals engaged with their Australian and New Zealand counterparts in the early to mid-1990s. Among these budding environmental educators was Glenda Raven, a high school teacher from Cape Town.

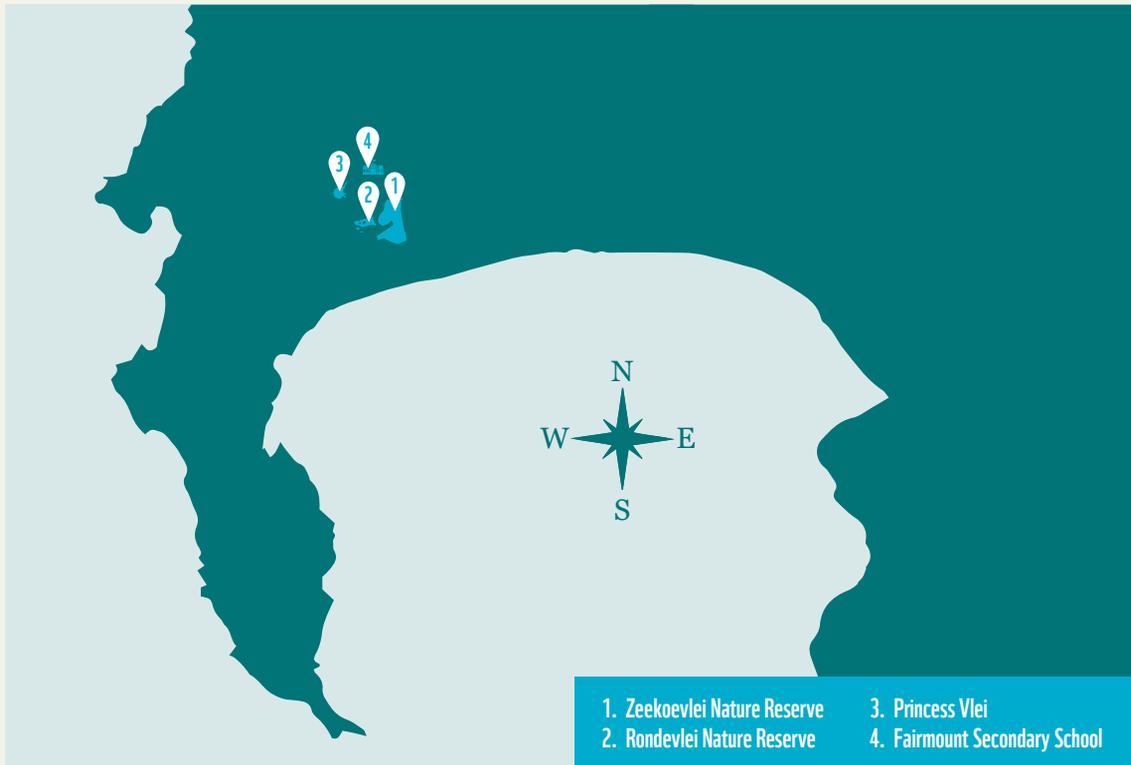
### ADVENTURES IN NATURE

Glenda taught for eight years at Fairmount Secondary School in Grassy Park, a suburb on the Cape Flats, surrounded by a network of rivers and vleis. Teaching economics and accounting in Grades 8 to 12, it was here that Glenda became involved in environmental education. Fairmount had an environmental club and the high school learners got to spend time outdoors in their spare time. Groups of about 25 learners would join each year.

“We would organise hikes and camps on weekends and during school holidays. Our aim was to expose these mostly township kids to our indigenous plants and animals, up close, in nature. They also got to learn a bit more about themselves and their peers, and enjoyed being under the stars at night, surrounded by the gentle chatter of birds and frogs and other natural sounds,” Glenda explains.

## LOCAL IS LEKKER

Close to Fairmount is the Zeekoevlei Nature Reserve – meaning ‘hippopotamus marsh’. While the hippos are long gone, this freshwater vlei is visited by unique birds such as flamingos and pelicans. Princess Vlei is down the road and Rondevlei Nature Reserve is not far away, a sanctuary for many local birds and the only group of hippo found in Cape Town.



*“De Hoop Nature Reserve, close to Cape Agulhas, was our favourite spot, it was an escape for many of the kids from the concrete jungle they called home.”*

With this natural beauty on their doorstep, Glenda and Fairmount Secondary School were part of forming an inter-school environmental club. Consisting of local primary and high schools, with Glenda on the steering committee, it became known as GLENCO: Grassy Park / Lotus River Environmental Committee. They organised river clean-ups and weekend and holiday camps.

“De Hoop Nature Reserve, close to Cape Agulhas, was our favourite spot,” reflects Glenda fondly, adding, “it was an escape for many of the kids from the concrete jungle they called home.”



1990s

# A NEW DAWN FOR THE ENVIRONMENT

Following the dawn of democracy in 1994, there was a catalytic surge of change across all sectors – including education and the environment.



**WWF FUNDED AN ENVIRONMENTAL EDUCATION ADVISOR TO THE MINISTER OF EDUCATION**

In the mid-1990s, the academic community was rapidly growing and mobilising to integrate environmental education into the formal school curriculum.

As part of this movement, WWF funded the appointment of Razeena Omar, an Environmental Education Advisor to the then Minister of Education, Kader Asmal. Through this dedicated position, Razeena, now CEO of CapeNature, spearheaded the lobbying of environmental education into the curriculum. It was then integrated as a cross-cutting theme in all subjects. A big win!

It was around this time that Glenda left teaching to work as an independent environmental education researcher. With all her knowledge and skills, she was able to integrate her ‘green insights’ across all levels of education, from schools to universities, in-service professional development and teacher training.

## TIME TO LEARN

Rhodes University was the front runner in offering learning for socio-ecological change. They established an environmental education chair in 1992, which significantly expanded the academic field in South Africa. Stellenbosch University followed shortly after with a Master’s degree in 1995. Its focus: environmental education.

Glenda has always believed in furthering one’s knowledge. Following her Bachelor of Education (Honours) degree from the University of

*“The late 90s were an exciting time for being part of the environmental education movement.”*

Cape Town, she heard about the new Master’s degree at Stellenbosch University and decided to apply. When the pilot programme kicked off in 1995, Glenda was one of 13 students. In recalling this rich learning experience, Glenda marvels at the diversity of the group.

“Some of the students worked in school management, some taught in natural sciences and others in social sciences such as geography – and one was a Career Counsellor. I believe my strength was my economic and management sciences background. Taming the capitalist!”

## MAKING THE CIRCLE BIGGER

Supporting the expansion of environmental education, Rhodes University (RU) developed a hugely popular short course, the RU/ Goldfields Participatory Course in Environmental Education. It attracted diverse practitioners, from teachers to community-based environmental educators and some big corporates that were exploring improved environmental practices – including Telkom, Sasol and the then, Mossgas.

Glenda was involved in this course as a participant, tutor, developer, co-ordinator and researcher. Specialisations developed from this course, such as teacher development and an intergovernmental-focused course for the Southern African Development Community (SADC). Glenda also went on to co-develop and deliver the business and industry adaptation of this highly effective short course.



## KEY ENVIRONMENTAL LAWS WERE PASSED AND THE NQF WAS INTRODUCED

## FRONT AND CENTRE

The relevance of prioritising sustainable people-environment interactions was gaining momentum. Two important environmental laws were passed in 1998 to promote sustainable land and resource use – the National Environmental Management Act (NEMA) and the Marine Living Resources Act (MLRA). Both had a strong emphasis on the sustainable and equitable use of natural resources, as well as moving environmental approaches away from the tradition of fenced-off protected areas.

Also in 1998, the National Qualifications Framework (NQF) was introduced to facilitate redress and change through education. This signalled a change in the school curriculum, then known as Curriculum 2005. As part of the positive influence of Razeena in the education ministry, this new curriculum had good intentions to promote equity, inclusivity and responsible citizenship. It was hoped to be implemented by 2005 with an outcomes-based approach to teaching and learning.

“The late 90s were an exciting time for being part of the environmental education movement,” reflects Glenda with passion.



2000s

## GREEN SKILLS EMERGING

As the new millennium dawned, the local environmental education community started turning their sights to what the NQF meant for green skills development, after school.

The Skills Development Act of 1998 gave rise to Sector Education and Training Authorities (SETAs), which are responsible for improving skills in different social and economic sectors. Many collaborative green skills planning efforts started to emerge.

### TOWARDS A GREEN ECONOMY



**THE FIRST  
ENVIRONMENTAL  
SECTOR SKILLS PLAN  
WAS DEVELOPED**

In the mid-2000s, the Department of Environmental Affairs established a directorate responsible for education and training in the environmental sector. This directorate played a key role in mobilising organisations in the sector around green skills planning and development for green economic growth.

The development of the first Environmental Sector Skills Plan for South Africa was led by the Department of Environmental Affairs and Rhodes University in 2008. At the same time, the Council for Scientific and Industrial Research (CSIR) led the development of the Global Change Grand Challenge for better managing the impacts of climate change and developing the necessary skills. Similarly, the South African National Biodiversity Institute (SANBI), together with the Lewis Foundation, led the development of the Biodiversity Human Capital Development Strategy. These strategies for green skills development were launched in 2010.



## WWF DEVELOPED A PROGRAMME IN 2009 THAT SUPPORTS GREEN SKILLS

*“I am excited by what lies ahead for the future of our country, its heritage and its people.”*



## FROM 2011 ALL SETAS HAD TO INTEGRATE GREEN SKILLS INTO THEIR SECTOR SKILLS PLANS

### IT'S ALL ABOUT PEOPLE

Also in the mid-2000s, Glenda's career focus shifted. Inspired by the Goldfields course, Glenda completed her doctorate in 2005. Her thesis focused on professional development to support the development of bold, innovative practitioners for environmental change.

In 2007, she started working with one of SANBI's bioregional programmes, managing a capacity development programme – to develop skills for contemporary and innovative conservation approaches.

### DRIVING GREEN CHANGE

Recognising the urgent need for green skills and transformation in the environmental sector, WWF made a strategic decision to support the implementation of the Environmental Sector Skills Plan and the Biodiversity Human Capital Development Strategy. And so it was, in 2009, that Glenda started working with WWF to develop a programme that supported green skills development.

In 2018, Glenda is a Senior Manager with WWF, leading the Environmental Leaders Programme.

“My career has unfolded in a way that I couldn't have imagined, from my early days as an economic and management sciences teacher to green skills training,” enthuses Glenda. “I am excited by what lies ahead for the future of our country, its heritage and its people.”

### GOING FULLY GREEN

In 2011, co-ordinated by the Department of Environmental Affairs through the National Environmental Skills Planning Forum (NESPF), a task team – including WWF, SANBI and Rhodes University – gave inputs into the development of the third National Skills Development Strategy (NSDS III).

A small but significant outcome was quietly celebrated by those in the know. A concise – yet critical – footnote was included in the NSDS III. Through an inter-ministerial agreement between the environmental and education ministries in 2011, all SETAs had to integrate green skills into their sector skills plans! From this mere footnote, the work began through the NESPF to support the integration of green skills into the sector skills plans of all 21 SETAs.

2008-2018

# A DECADE OF SUPPORTING GRADUATES INTO WORK

## SOUTH AFRICA'S VISION FOR 2030

The National Development Plan was launched with a vision of equity, inclusivity and sustainability. Proposed strategies also included stronger interaction between industry and training institutions to develop the skills necessary for sustainable development. Work-based learning is cited as key to developing skills and stemming the tide of increasing unemployment, particularly among youth and graduates.

## GREEN SKILLS PLANNING

The NSDS III provided a platform for integrating green skills into all sector skills plans and emphasised work-based learning as a key strategy to address the skills needs of South Africa.

## WWF'S FIRST SIX INTERNS

To support green skills development, WWF placed the first six interns with Master's degrees.

## A NEW INDUCTION WORKBOOK

*Welcome to Working for a Greener World!*, an induction workbook for interns, was piloted with the first intake of interns. The Department of Environmental Affairs has continued printing and distributing more than 1 000 copies for both interns and mentors, and the workbook is still used by WWF for intern training.

## WORK-BASED LEARNING TO DEVELOP GREEN SKILLS

The Environmental Sector Skills Plan and the Biodiversity Human Capital Development Strategy both recognised work-based learning as a strategy for developing green skills and supporting transformation in the environmental sector.

## WWF'S ENVIRONMENTAL LEADERS PROGRAMME

WWF established this programme to support skills development for South Africa's transition to a green economy. Its flagship initiative – the internship programme – was conceptualised in the year that followed.



2008



2009



2011

## CELEBRATING 50 YEARS OF WWF-SA AND A DECADE OF INVESTING IN YOUNG LEADERS

Working towards a sustainable future together and looking forward to a shared future with empowered leaders.

### GROWTH IN PLACEMENTS

As part of SANBI's sector-wide Groen Sebenza programme, WWF placed 29 interns – including Bachelor's and Honours graduates as well as two matriculants. It also placed 17 Master's graduates separate to Groen Sebenza. With this increase in the number of placements, the number and variety of hosting partners and intern opportunities also increased.

### BOLD NEW PARTNERS

For the first time WWF worked 'outside' its traditional sector, with partners such as Emanti, The Green House, the Alternative Information & Development Centre and Woolworths.

### A RECORD NUMBER OF NEW JOBS

Collectively, a total of 47 interns were appointed into new jobs in their host organisations because of the value they added during the internship. These include a record 21 new jobs from the 50 interns in the 2017 intake. Three of these were with WWF.

### CORPORATE PARTNERS EXPAND

With the placement of 18 more interns, the scope of corporate partners started to expand, with Nedbank and Spar following in this year from Woolworths in 2013. Three interns, focusing on corporate sustainability, were employed in new positions in these organisations, and so expanded organisational capacity.

### 50 WWF INTERNS

The largest group of interns was placed in 2017, with an increased number of partners. This was made possible through a funding partnership with the Department of Higher Education and Training's National Skills Fund.

### FIRST PARTNER-RUN INTERNSHIP

Supported by WWF, the South African Deep Sea Trawling Industry Association (SADSTIA) launched its own internship programme. The aim is to grow marine science skills for the industry by placing interns with SADSTIA's affiliated members. This programme will become independent over time.

### M&G YOUTH LEADERSHIP AWARD

WWF's Environmental Leaders Programme was the winner in the Youth Leadership category of the *Mail & Guardian's* 2018 Greening the Future Awards.



2013



2015



2017



2018



# LEADERS FOR THE ENVIRONMENT

## THE ISSUE

South Africa's transition to a green economy needs creative and innovative leaders to tackle the complex social and ecological issues facing us today. On the other hand, graduate unemployment grows at an unprecedented rate each year. New graduates – many with Honours and Master's degrees – struggle to find decent jobs, while employers cite a lack of foundational workplace skills.



## WHY

In line with South Africa's NDP and the need to address unemployment, inequality and poverty, the WWF internship programme channels the energy of our youth into green careers. By working for the environment, they are able to make a difference, helping to secure our ecological assets and ensuring the livelihoods and well-being of our people as they contribute to South Africa's green economy.



## WHAT

Through a structured internship programme, graduates are exposed to a range of developmental activities and networking opportunities. This year-long experience supports these young leaders to become highly skilled and confident professionals. They earn a competitive salary and can focus on the many learning opportunities without the distraction of an ongoing job search and / or concerns for their own and sometimes also their families' livelihoods.



## HOW

Interns learn through participating in and contributing to the work of their host organisation. Three training workshops are convened, giving interns the opportunity to interact and form peer networks that support them well into their careers. They also learn about the environmental sector and green careers, and delve into personal career planning and development. They are trained in professional workplace skills and are prepared for finding their next job.



## THE OPPORTUNITY

Across disciplines, graduates come from universities with new and novel ideas of how to respond to our increasing socio-ecological crises. In some examples, law graduates are looking for ways to ensure environmental rights. Urban Planners are looking to design cities for low carbon transport. Economists are trying to better value natural resources and determine the costs of environmental neglect.

## THE RESPONSE

Internships support new graduates as they transition into the workplace. In the workplace these graduates are given the opportunity to learn through exploring new ideas and making real contributions to addressing the complex socio-ecological issues we face. As they develop skills, learn and gain experience, their employability increases, improving their chances of getting a job in future. These internships are critical in helping us to build the necessary green skills for a sustainable future.



### WHERE

Interns are hosted at a variety of partner organisations working with WWF towards an equal, inclusive and sustainable future.



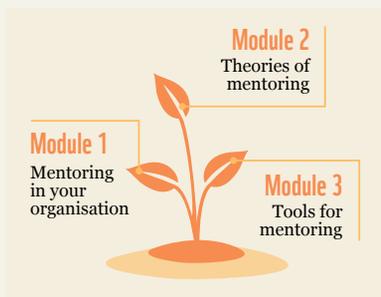
### WHO

Each host organisation provides a dedicated mentor for each intern to support their professional development. Mentors are trained through two compulsory two-day workshops covering three modules. This training was developed specifically for mentors in the environmental sector. In general, mentors value the opportunity to learn with others to improve their mentoring skills.



### WHEN

Interns are placed biannually for a period of 12 months, usually from April to March of the following year. Recruitment starts in October of the previous year, just as new graduates are planning their next move.



# OUR DIVERSE FUTURE LEADERS

Since 2011, the WWF Environmental Leaders Programme has supported 128 interns. From the first intake in 2011, it grew steadily to our biggest group yet, in 2017.



From the first six interns recruited and placed in 2011, and the eight of 2012, the programme has grown steadily, year on year. Through a partnership with SANBI, there were two groups in 2013, made up of 17 Master's graduates and 29 Bachelor's and Honours graduates and matriculants as part of the sector-wide Groen Sebenza programme. In 2015, there were 18 Master's graduate interns, spiking to the 50 placements in 2017. As the number of interns grew, so did the kind of occupations in which they were placed, the investment in youth development and the number of host partners!



## SUCCESS STORIES

Luvo, our first Engineer, was placed with Sustainable Energy Africa. Nhlanhla researched mining development applications in relation to biodiversity hotspots with WWF's Land Programme. Sthembile investigated resource efficiency and waste minimisation in poultry farming with the National Labour and Economic Development Institute. Sasha, Chloe, Susan and Lumka were placed in sustainability management with Spar, Woolworths and Pick n Pay. In the 2017 group we had Reinhardt, our first Resource Economist and Leani, our first Urban and Regional Planner. Both worked with WWF's Policy and Futures Unit. Mujaahid, our first Statistical Ecologist, worked at SANBI.

## GROWING TO GREAT HEIGHTS



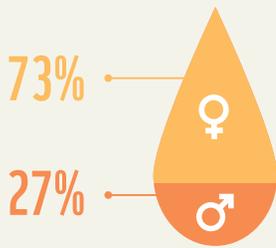
2011



2012



2013 GROEN SEBENZA



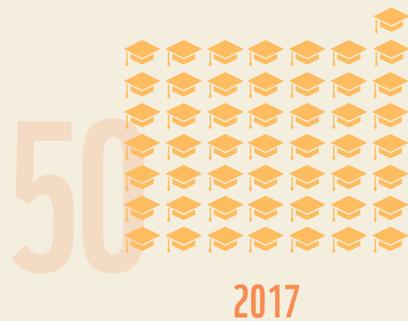
Transformation is a key principle in the internship programme. It aims to reshape the environmental sector, both demographically and in how leaders approach complex environmental challenges. Drawing in young leaders from diverse academic backgrounds, it aims to tap into diverse, contemporary and novel ways of thinking about these challenges and potential responses.

In addition to coming from different universities, our interns also come from different academic disciplines. Typically, many come from the natural sciences, but some have studied engineering, social sciences, law, economic and management sciences and the humanities. Some also come into the sector with very interesting academic combinations.



## SUCCESS STORIES

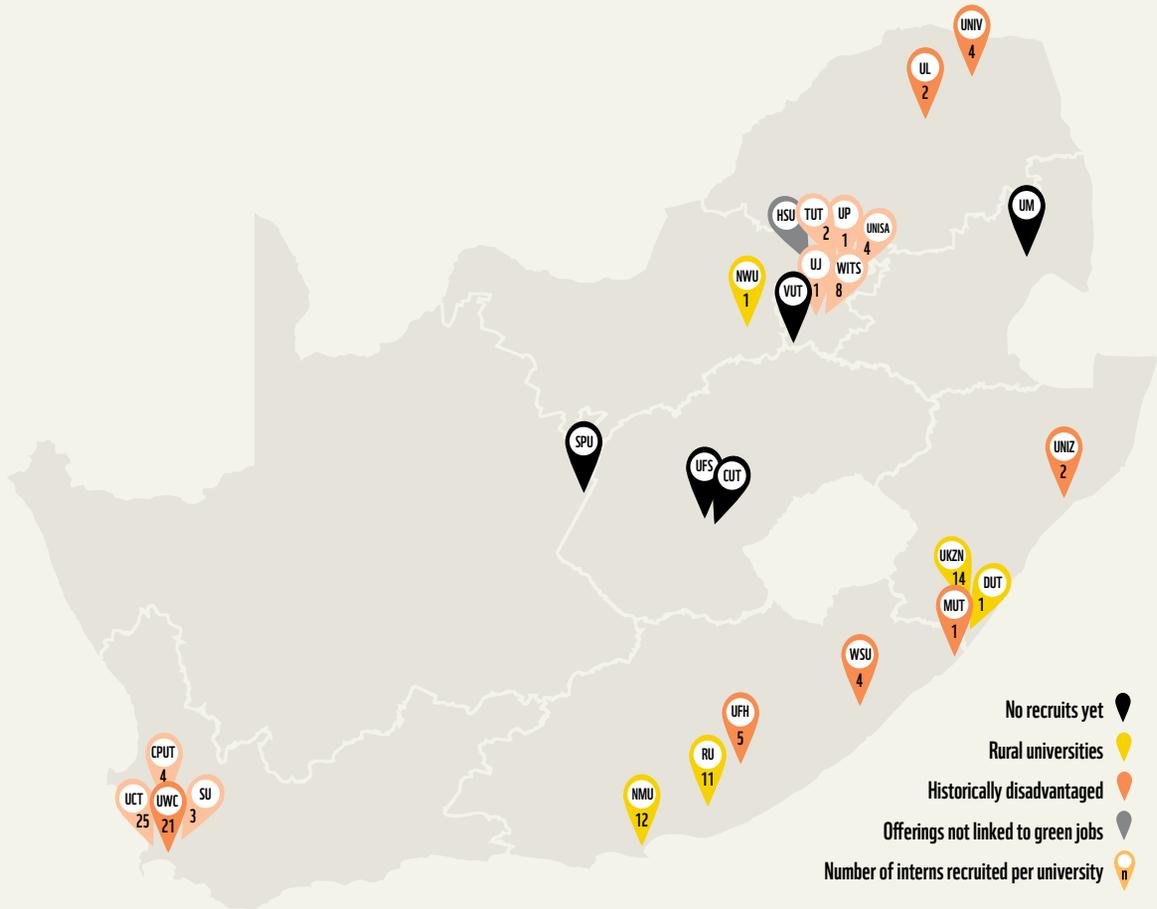
Noxolo, who completed her undergraduate degree in the natural sciences, pursued her postgraduate degree in development studies. Chloe and Reinhardt combined environmental sciences with economics. Leani combined her degree in urban and regional planning with environmental science, and Mujaahid pursued his love for statistics in a biodiversity and conservation biology degree. Zoe combined an undergraduate degree in public administration with an Honours degree in social anthropology and a Master's degree in geography and environmental science.





# REPRESENTING OUR RAINBOW NATION

WWF's passionate and committed interns are recruited from universities across South Africa. They reflect the broad cultural diversity of our rainbow nation.





**68%**  
OF UNEMPLOYED  
ARE YOUTH

In 2018, general unemployment is at an all-time high of 37,7%. Youth – those who are 15–34 years old – amount to over two-thirds (68%) of the unemployed.

Of South Africa’s 20 million young people – a third of our population – a shocking 38,2% are unemployed. This means two in every five are not working!

Graduate unemployment is a big part of this unemployment statistic, showing that even a university-level education is not a straight solution to employment.

## UNIVERSITIES

**CUT** Central University of Technology  
**CPUT** Cape Peninsula University of Technology  
**DUT** Durban University of Technology  
**MUT** Mangosuthu University of Technology  
**NMU** Nelson Mandela University  
**NWU** North-West University  
**RU** Rhodes University  
**HSU** Sefako Makgatho Health Sciences University  
**SPU** Sol Plaatje University  
**SU** Stellenbosch University  
**TUT** Tshwane University of Technology  
**UCT** University of Cape Town  
**UFH** University of Fort Hare

**UJ** University of Johannesburg  
**UKZN** University of KwaZulu-Natal  
**UL** University of Limpopo  
**UM** University of Mpumalanga  
**UP** University of Pretoria  
**UNISA** University of South Africa  
**UFS** University of the Free State  
**UWC** University of the Western Cape  
**WITS** University of the Witwatersrand  
**UNIV** University of Venda  
**UNIZ** University of Zululand  
**VUT** Vaal University of Technology  
**WSU** Walter Sisulu University



# OUR APPROACH TO GROWING YOUNG LEADERS

Five key ingredients, working together, contribute to the success of the internship programme.





## SKILLS IN HIGH DEMAND

Interns are placed in occupations where these skills are scarce and a critical need exists for trained professionals. These range from the more traditional roles of the Botanist, Zoologist, Ecologist and Taxonomist to GIS Technicians and Environmental and Sustainability Managers as well as Social Scientists, Water Quality Analysts and Energy Efficiency Technicians. The focus on scarce skills ensures that interns are absorbed into jobs after the internship.

### SUCCESS STORIES

In the biodiversity-rich Western Cape – home to the unique Cape Floral Kingdom – Thilivhali continues to manage the Walker Bay Conservancy together with landowners. Mntambo was recruited by his host, Flower Valley Conservation Trust, as an Extension Officer. Nwabisa, initially hosted as an intern at the Grootbos Foundation, was employed to build their environmental education programme. Based in the grasslands of northern KwaZulu-Natal, Nkazi has since been recruited as an Extension Officer with WWF's land reform team, while Nelisiwe has joined WWF's wildlife team as a Community Projects Officer. Both these WWF programmes expanded into more inclusive conservation approaches with communities. Chloe joined Spar's sustainability management team after the internship as a Sustainability Officer and Ya'qub is still employed by SANBI, sharpening his GIS skills in biodiversity assessments. At Wildlands Conservation Trust, all four interns placed in 2017 have been employed as Restoration Ecologists to expand community-based restoration and rehabilitation programmes.

 3



# CAREER-FOCUSED WORK PLACEMENT

Through structured terms of reference, interns are matched to host organisations and mentors who can best support development towards their career vision. The internship provides the building blocks towards a future career.

## SUCCESS STORIES



Nonhlanhla, keen on a career as a Marine Scientist, was placed with South African National Parks (SANParks) in their Marine Scientific Research Programme at the Cape Research Centre. Nonhlanhla works as a Junior Marine Scientist at the same centre. With an interest in birds, Mmatjie was placed with BirdLife South Africa to work on different projects that minimise the impact of development on various bird species. Mmatjie now works in taxonomy at the Durban Natural Science Museum. Noxolo, with an undergraduate and Honours degree in natural sciences and a Master's degree in development studies, was placed with the Table Mountain Fund, working with communities where conservation intersects with land reform processes. On completion of her internship, she was recruited into the Western Cape Department of Human Settlements, managing a research portfolio for solar heating in social housing schemes.



# WORKPLACE SKILLS TRAINING

Through three residential workshops, interns are trained in key skills for the workplace. They are guided in how to establish a professional work ethic, build professional relationships and manage sometimes conflicting workloads. They are also exposed to employee rights and responsibilities and shown how to learn from feedback received during performance appraisals. Together they also learn how to explore the job market for their next job, including writing a CV and preparing for an interview. These workshops are hosted with overnight stays at venues far away from the maddening crowd at work, allowing the interns time to work and learn together.

## SUCCESS STORIES

In one activity, interns use a career map to envision their future career and the skills needed to grow towards it. Through fun team-building games they reflect on their own roles and interactions with others in a team. In groups of about five, interns are blindfolded and in a circle are handed a knotted rope. By untangling the rope and forming a rectangular circuit, they will create light on the foreign planet on which they have landed. In another activity, they pair up to reflect on their communication skills. Sitting back to back, one tells the other how to draw a picture, with some interesting and often hilarious results. In groups, interns also prepare for and role-play an interview for a specific job, with critical comments from their peers. The best part of these workshops is getting to know each other, often around a campfire, for example at the boma of the !Kwa ttu San Centre on the West Coast or on a walk along Boulders Beach close to the Rocklands Outdoor Centre in Simon's Town.





## DEDICATED MENTORING

Each intern is assigned a dedicated and trained mentor. The mentor's career background and experience are aligned with the intern's career interest so that the interns can have a meaningful mentoring relationship with someone in their field.

### SUCCESS STORIES



As a Marine Biologist, Luther was placed with SANBI's Marine Programme and mentored by Kerry, who is also a Marine Biologist. Caroline has set her sights on becoming a GIS Technician and was placed with Lizanne, an experienced GIS specialist at the Endangered Wildlife Trust. Leani trained as an Urban and Regional Planner with an interest in planning for low-carbon transport. She worked with Louise at WWF on the Low-carbon Transport Project. A pleasant mentoring experience for Jaco, Lameez, Nikara and Anisha during their earlier internship prepared them for giving back through mentoring newer interns – Rebekah, Nikita, Darryn and Mcebisi – in the 2017 intake.



## PROFESSIONAL NETWORKING

Host organisations and mentors are encouraged to introduce and connect interns with relevant communities of practice. Attending meetings, workshops, seminars and organisational events exposes interns to these networks.

### SUCCESS STORIES



Jaco was placed as an intern with WWF's Global Climate and Energy Initiative and has attended six global climate change conferences and many other related opportunities. He now works with WWF-UK. Hlengiwe built such a strong network among local government officials through the work she did with Sustainable Energy Africa that she became a hot commodity in the job market months before the end of her internship, with multiple job offers. Sustainable Energy Africa had to snatch her up with an early job offer to keep her. All of SANBI's interns, involved through various occupations in biodiversity assessment and planning, got to attend the annual Biodiversity Symposium and hobnob with the who's who in conservation management in South Africa. Nicole, who added GIS mapping capacity to WWF's Land Programme, attended the annual Biodiversity Planning Forum hosted by SANParks, which also attracts some of the best conservation planners in the country.

# BUILDING A STRONGER SECTOR

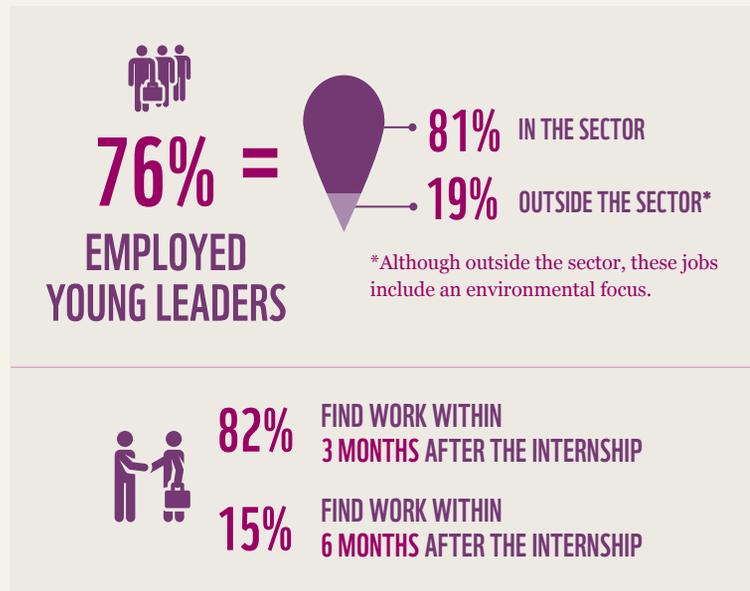
A biannual tracer study, as part of WWF’s monitoring and evaluation, assesses the destination and career pathway of interns following the internship.

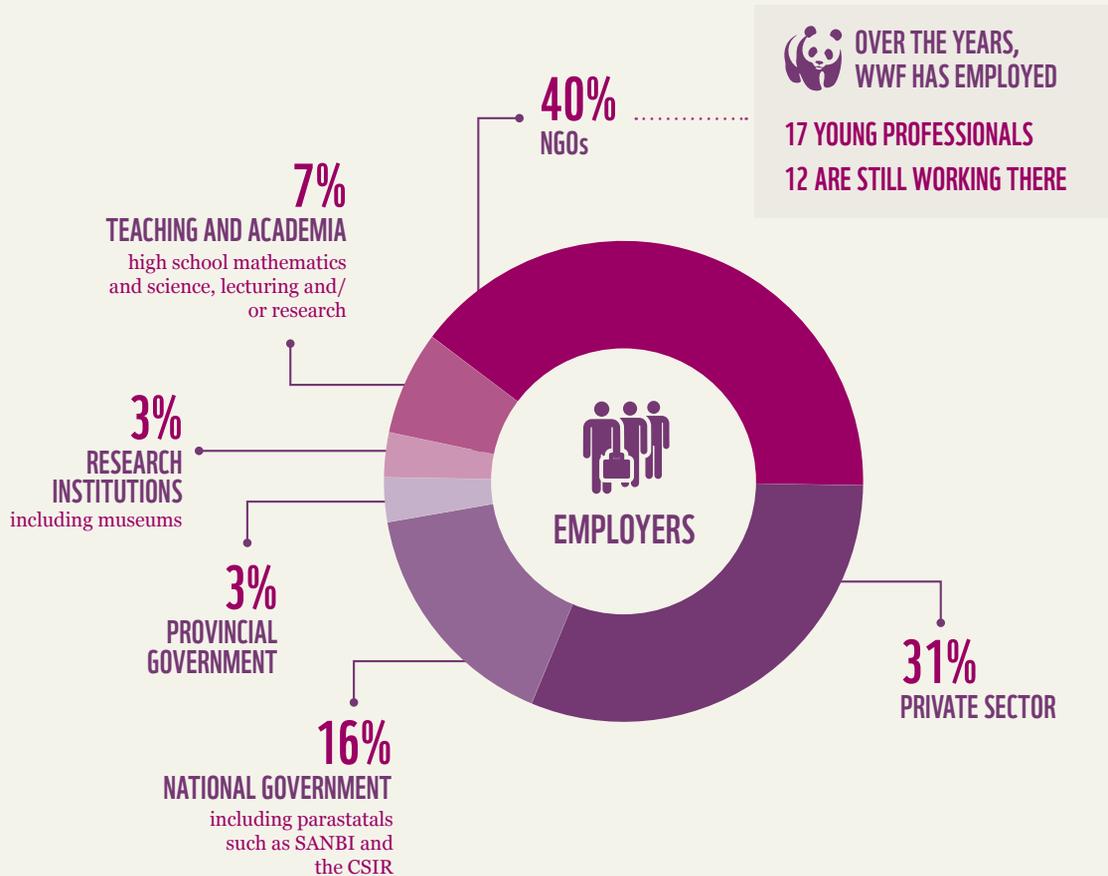
With 128 interns supported through the programme, in February 2018 – a decade after its inception – 120 young professionals responded to the most recent tracer study.

*“These tracer studies show the huge success of the programme in supporting the transition of young graduates into key jobs.”*

## SUCCESSFUL INTEGRATION INTO WORK

Altogether 76% of the interns have successfully sought employment directly after the internship. Three per cent are currently unemployed following initial employment. Fifteen per cent of the interns have returned to university for further study, eight of these individuals are pursuing doctoral degrees and ten Master’s degrees. The remaining 6% recently completed the internship in March, April and May 2018 and according to our trend analysis, will shortly transition into jobs. Our trend analysis shows that 82% of the interns tend to find work within three months of completing the internship and 15% more will find employment within six months.





### NEW JOBS CREATED

Whereas the internship programme supports transitions into jobs, it also creates a significant number of new jobs. Of the interns placed in jobs after the internship, 37% of these were in newly created jobs. Of the 2017 intake, 42% of the interns were placed in new jobs. The programme therefore also serves to expand the scope of activities in organisations through internship placements, fostering organisational expansion, growth and development.

# A FEW ASPIRING LEADERS



**SANDISIWE**

Sandisiwe studied environmental management and graduated with a National Diploma and then a BTech degree from the Cape Peninsula University of Technology.

She was placed with Maluti GSM Consulting Engineers, supporting projects in the supply of potable water to rural communities. After her internship she was employed by the company. Five years on, she continues to work at Maluti as a Rural Water Supply Officer.



**LUVO**

Luvo qualified with a National Diploma, BTech and MTech in chemical engineering from the Cape Peninsula University of Technology.

He was placed with Sustainable Energy Africa as a Researcher, focusing on renewable energy and energy efficiency. After his internship he was employed by Sustainable Energy Africa, continuing the research function in a new job for a year. Luvo now works as a Project Development Engineer at the Mitochondria Energy Company.



**MEGAN**

Megan did a BSc degree in biodiversity and conservation biology at the University of the Western Cape and an Honours and Master's in marine science.

She joined WWF with a split internship in the Environmental Leaders and Marine programmes.

For the former, she analysed university research traditions and how conservation research interfaced with socio-economic issues. The report informed WWF's

Research Fellowship. For the latter, she assessed community perceptions of marine protected areas in the Struisbaai community.

After a second internship with Bayworld Museum, Megan joined CapeNature as a Project Officer and then moved to Eastern Cape Parks and Tourism Agency as a Marine Ecologist. She now works with SANBI as a Marine Conservation Co-ordinator.



**SHEROMA**

Sheroma studied at the University of South Africa (Unisa) and did a BSc degree in microbiology and zoology.

She went on to do an Honours degree in environmental sciences where she explored the diets and reproductive biology of marine species. With a career interest in the conservation of marine mammals, Sheroma was placed with the Southern African Foundation for the Conservation of Coastal Birds (SANCCOB), where she supported the management of the African Penguin colony at Boulders Beach in Simon's Town. Through interactions with officials at SANParks and the City of Cape Town, Sheroma developed a research interest in managing the conservation of this threatened species and has enrolled for a Master's degree to explore the nesting habits of the penguins. Her study will inform the development of SANParks' conservation management plans for this species.



**KATHRYN**

Kathryn started her academic career with a BSc degree in zoology and ecology at Wits University.

Her Honours in ecology, environment and conservation took her on to a Master's degree in environment and interdisciplinary global change studies. She was placed with Nedbank in the Social and Environmental Risk Unit, supporting Nedbank's sustainability journey. On completing her internship, she was employed by Nedbank as a Social and Environmental Risk Officer, where she continues her journey today.



**ONKEMETSE**

Onkemetse completed a Nature Conservation Diploma, BTech and MTech at Tshwane University of Technology, with a focus on the management of protected areas.

After his internship he was employed as a Project Officer with WWF's Land Programme for just over a year. He then moved to the IUCN where he worked as a Programme Officer in the People and Landscapes Programme. After a year he returned to WWF as a Programme Co-ordinator in the Land Programme and continues in this position.



# UNFOLDING CAREER STORIES

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WWF is committed to investing in the development of transformational leaders, for the environment, for South Africa, and for its people.

Ten years after the start of the internship programme, over 100 young leaders find themselves in strategic jobs and supporting our country's journey to sustainability – thanks to the skills, confidence and networks they gained as interns.

## OUR FIRST LEADERS FOR THE ENVIRONMENT

*“Among our budding future leaders are an Agricultural Scientist, a Climate Change Specialist, an Estuarine Ecologist, a Marine Ecologist, an Environmental Lawyer and a Stewardship Extension Officer.”*

Our first interns were recruited in 2010 and started their internship with WWF in April 2011. The six debut interns were Jaco, a Climate Change Specialist; Daisy, an Estuarine Ecologist; Megan, a Marine Ecologist; Wisaal, a Marine Scientist; Dale, a Stewardship Extension Officer and Simonne, a Finance Officer.

Seven years since, Jaco has moved from WWF-SA in January 2018 to WWF-UK, where he works as a Senior Advocacy Advisor. Daisy is employed in her second position at the Department of Environmental Affairs' Oceans and Coasts Branch as an Environmental Control Officer for marine protected areas, and Megan is with SANBI as a Marine Conservation Co-ordinator. Dale manages the Western Cape region for BirdLife South Africa and Wisaal worked with the CSIR for a while before taking up a high school teaching position in mathematics and science. Simonne, after co-ordinating the WWF internship programme for two years, joined Sanlam as a Sustainability Trainee.

## STRENGTHENING SKILLS IN THE SECTOR

The next eight interns were placed from April 2012. Included in this group was Emelda, a Freshwater Ecologist; Fikile, an Agricultural Scientist; Lameez, a Skills Development Researcher; Onkemetse,

*“Emelda, Lameez, Onkemetse and Stephanie were all employed by WWF following their internship and Onkemetse and Stephanie are still with WWF in 2018.”*

a Conservation Scientist; Stephanie, an Oceanographer; Thabo, a Climate Change Researcher; and Matome, a Candidate Attorney in Environmental Law.

Emelda, Lameez, Onkemetse and Stephanie were all employed by WWF following their internship and Onkemetse and Stephanie are still with WWF in 2018. Onkemetse – after a brief detour at the IUCN – is back with WWF’s Land Programme as a Programme Co-ordinator, and Stephanie supports WWF’s Southern African Sustainable Seafood Initiative (SASSI) as a Retail Engagement Officer in the Marine Programme. Emelda is now with the national Department of Water Affairs and Sanitation, and Fikile is with the National Research Foundation as a Technology Transfer Officer. Matome is an admitted attorney at the Centre for Environmental Rights’ Mining Programme.

As the internship programme grows and the number of interns increases, it becomes more difficult to name them individually. However, the increased placements also increase the variety of interesting jobs – and there are many – in which the interns find themselves. For example, Vuyiseka works as a Monitoring and Evaluation Officer at the Western Cape Department of Social Development. Fhumulani stayed close to her home town of Thohoyandou to lecture at the University of Venda. Luyanda, Nonhlanhla and Sthembile have decided to strengthen their specialisation through doctoral studies and Nausheena took some time off from work to spend with her new baby before returning to work in law enforcement in the Western Cape Department of Environmental Affairs and Development Planning.



**ARE STILL IN THEIR FIRST OR SECOND JOB**

### SETTING AN EXCITING TREND

Our interns defy the common trend of high mobility in the job market among millennials. Many of them have stayed the course with 83% of the interns – excluding the 2017 intake who have only just transitioned into work – currently in their first or second job after the internship, some of them seven years after entering the job market.

INTERNS	1 <sup>ST</sup> JOB	2 <sup>ND</sup> JOB	3 <sup>RD</sup> JOB	4 <sup>TH</sup> JOB	>4 <sup>TH</sup> JOB
2011	1	2	1	1	1
2012	0	3	4	1	
2013	3	42	1	1	
2015	16	2			
2017	43				



DAISY

**“I received news that I was accepted for the first intake in WWF’s Environmental Leaders Programme in 2011. I decided to take it.”**

“Sometimes, you find yourself in the middle of nowhere, and sometimes, in the middle of nowhere, you find yourself” – this quote reflects my career path. It hasn’t been straightforward. I’ve experienced quite a few detours from what I had planned for my life.

During varsity, my goal was to get a degree and go straight into the workplace. But I had a rude awakening when I started applying for jobs. I thought that having a degree would open doors for me. When I couldn’t find a job, I registered for an Honours degree while continuing to apply for jobs. But, still no job! Then, once done with my Honours, to avoid the terrifying possibility of finding myself idling at home, I registered for a Master’s degree in botany.

I suddenly found myself in the environmental sector. Botany was my second choice to microbiology. Here I was, in the middle of nowhere, my first significant detour from what I thought was my only passion.

While doing my Master’s, I sent my CV to various environmental consulting firms. After many rejections and frustrations, an environmental consulting company in East London invited me for an interview towards the end of 2010. I was ecstatic! The interview went very well and they made an offer, but then another detour. Before I was due to start, WWF South Africa called me for an internship interview. Soon after, I received news that I’d been accepted into the first intake of WWF’s Environmental Leaders – due to start in April 2011. After much consideration, I decided to take it.

Many people have asked why I turned down a permanent job for an internship – it seemed crazy after I’d looked for a job for so long. But I don’t regret it. The detour I took by accepting the WWF internship played an enormous role in bridging the gap between my postgraduate studies and the real-world of work.

When my internship was coming to an end, I enquired if the East London environmental firm would consider employing me and they were keen. It felt amazing to get that job considering how I had struggled.

Seven years into my career, I feel blessed with the opportunities I’ve had to be involved in the conservation and management of the environment. Thank you to WWF South Africa and its funders for the opportunity to establish my career on a solid base. By creating these opportunities you are playing a vital role in shaping and investing in the future leaders of an inclusive South Africa.

Anna Pereira’s wisdom captures the essence of my career journey – “Detours in life may lead to discovering places we never knew we loved”.



**STEPHANIE**

**“I helped to conduct scientific assessments that form the basis for WWF’s Southern African Sustainable Seafood Initiative.”**

One of my favourite childhood memories is being out on our little boat and fishing with my dad on the Bushman’s River in the Eastern Cape. Fast forward 25 years, and while I’m no longer able to be on that little boat, fish remains one of the most significant things in my life.

I started in the working world in 2012. I was placed as an intern with WWF’s marine team, as part of WWF’s Environmental Leaders Programme. I helped to conduct scientific assessments that form the basis for WWF’s Southern African Sustainable Seafood Initiative, or SASSI.

SASSI uses a simple robot system of red (don’t eat), orange (think twice) and green (go ahead) to help you make sustainable seafood choices. This role suited me as I had to engage with scientists to get the information I needed. As a scientist by training, I spoke their lingo and so it was easy.

I’ve come a long way since being that little ‘fry’ in the vast ocean of grown-ups. I am now employed by WWF to manage the WWF-SASSI Retailer/Supplier Participation Scheme. We work closely with major retailers and seafood suppliers to incorporate seafood sustainability into their business. While my work with these big businesses involves a lot of different areas, themes that are becoming increasingly important are transparency, traceability and collaboration.

Transparency is the power of anyone to be able to see where a product has come from. A common example is the multitude of different species being referred to by one common name, such as the notorious ‘salmon trout’. This name was made up by mixing two different species – Atlantic salmon and rainbow trout. People think they are eating the more expensive salmon imported from Norway when they are actually eating locally produced, and possibly more sustainable, rainbow trout.

Traceability means you can track a product from boat to plate, to ensure, among other things, that the end product comes from a legal source.

Lastly, collaboration is effective and necessary in solving the issues that arise because of a lack of transparency and traceability. Working together we can ensure that no illegal and unsustainable products enter the market, which eliminates demand. If companies all follow the same rules of transparency when naming products (like my favourite salmon trout), we can also eliminate mislabelling from the market.

I am so happy to be working with companies to tackle these matters that have become really close to my heart. And I take pride in the little wins – like walking down the food aisles and seeing how the labelling on a can of tuna has been updated to include all the information I’d need to make an informed choice.



**YANGA**

**“Growing up in the Eastern Cape I knew I wanted to spend my life in nature.”**

Growing up in the Eastern Cape I felt extreme chemistry with nature, especially when out cattle herding or looking for traditional healing herbs in the forests of Keiskammahoek with my late grandfather. I knew I wanted to spend my life in nature.

A wise man once said, “A journey of a thousand miles begins with a single step”. I’ve always had an image of this journey being a straight road with no potholes, inclines or stormy weather. But when I took my first steps, I soon encountered otherwise.

A lack of career guidance meant I didn’t know what I wanted to do after matric. I enrolled for a marketing degree – only to later drop out. I then landed a job as a credit controller for a reputable financial services company – which paid really well – but something in me kept saying this was not my journey.

In 2012 I resigned from my job. I’d recently discovered the term ‘green economy’ and it made so much sense to me, as it took me back to my childhood, rolling down those hills of great green grasses. Residing in the big city of Cape Town in 2012, my first mission was to reduce waste by starting a recycling business. Alas, within six months of starting the business I was broke.

It was then that I was lucky enough to see an advert for the Groen Sebenza programme. It was looking for 800 young South Africans to be trained on the job, preparing them for the green economy. But the odds were against me. They wanted people who had either studied related subjects or taken related courses. I didn’t have either. But I decided to apply anyway.

I had submitted over 20 applications online around this time, but I thought I should hand deliver the WWF Groen Sebenza application. Of the 1 000 applications that WWF received, I was chosen for one of 25 placements.

For two and a half years of this internship, I was placed in a beautiful part of the Western Cape called Nature’s Valley. I worked as an environmental educator and a community outreach intern for Nature’s Valley Trust. I was completely out of my comfort zone. But the mentorship that Dr Mark Brown and WWF provided not only made me more aware of potholes, and avoiding them, it taught me how to pick up a shovel and fill them with sand to pave a way for those who will walk the journey behind me. It has helped me to navigate detours, inclines and stormy weather, and prepared me to keep walking towards my dreams.



**BAHIA**

**“My internship has afforded me numerous networking opportunities and has helped me grow both personally and professionally.”**

Jacques Cousteau once said that when the sea casts its spell, it holds you in its net of wonder forever. Yet, when I got married three years ago that spell was broken when I had to move from my home town of Cape Town to Johannesburg! This was going to be challenging ... But, I decided to grab every opportunity that came my way.

Soon after moving I applied for the 2017 WWF Environmental Leaders Programme and was invited into an incredible opportunity to start my career journey. I was placed at the South African National Biodiversity Institute (SANBI) in Pretoria in their zoological systematics and research division. This was not my ideal placement because my background and passion is in marine science. But, to my surprise, it was not a bad fit because it was related to my undergraduate studies. And, deep down inside, the nerd in me loved the work I was doing.

My mentor was great and super supportive, and even made sure to keep my work in line with my passion for marine science. During my time as an intern I was exposed to data management, environmental education and outreach and taxonomy.

One aspect of my internship that was a real catch was the opportunity to develop an outreach project from start to finish. It was a mind-blowing experience that was difficult at times and yet so rewarding.

Through embracing the many changes and opportunities that came my way, I've learnt that life is all about timing. What matters most is what we do with the opportunities we are given. I've learnt to accept my present circumstances and to invest in myself, to take risks, to do the things I'm most afraid of, or those things I think or feel I'm not good enough at. My internship has afforded me numerous networking opportunities and has helped me grow both personally and professionally. I feel well-rounded as a professional and an individual. Mostly the internship has taught me flexibility, versatility and adaptability.

And even though Johannesburg has cast its own spell on me, that nagging voice inside me beckons me back to the coast. Moving forward, I am applying for opportunities back in my beloved coastal Cape Town.

I am committed to pursuing my dreams and a career in marine science and the wonder that it holds!



**FISOKHULE**

**“My internship was my mobile starter-pack that allowed me to build the foundations of my career.”**

In my culture, the elders say, “When you are offered an opportunity in life, appreciate it and make wise use of it”.

Today, I am proud to say that I participated in WWF’s Environmental Leaders Programme in 2017. I was offered a life-changing placement with the South African Deep Sea Trawling Industry Association (SADSTIA).

What I didn’t know is that this internship would be like a ‘mobile starter-pack’ loaded with success and providing a connection to networks through a service provider.

My internship was my mobile starter-pack that allowed me to build the foundations of my career.

Every graduate always seeks an opportunity to have foundational work experience to include in their curriculum vitae. This all started for me when I connected my academic knowledge of fisheries to the real-life work environment of SADSTIA.

I was offered many opportunities to network with professionals in marine science, and particularly fisheries. At SADSTIA I engaged with professionals from a variety of different career fields. This created an amazing learning curve and insights into what I wanted to achieve with my career. I interacted with some of the staff from the Department of Agriculture, Forestry and Fisheries, which allowed me to get even more exposure in fisheries. I also interacted with my fellow interns, which helped enhance my skills and experiences.

My internship became my service provider. Working alongside professionals who are experts in fisheries made me feel motivated to be an internationally recognised Marine Scientist one day.

It also served as a key to unlocking doors. I was working with a very inspiring mentor, Dr Johann Augustyn, who encouraged me to do better every day. With the support from my mentor I felt comfortable to bring new perspectives into my workplace.

After completing my internship, I was appointed as a permanent Research Assistant with SADSTIA.

It is an immensely fulfilling feeling to know that the WWF Environmental Leaders Programme gave me connection and a network, and provided an incredible service to strengthen my career journey.



**LUTHER**

**“This programme has inspired me to pursue my postgraduate studies, exploring and describing the deep reef habitats off the Wild Coast.”**

Today, I feel like I can take over the world! I didn't always feel this way. You see, I am what is called a multi-potentialite, someone who has and pursues many interests. So when my parents told me that the world is my oyster, I replied, “Which oyster?”

Let me tell you a story. There once was a tiny octopus who was a multi-potentialite. He struggled to swim in a single direction. Every time he tried to follow one path, his many interests would yank him in another direction. He sheltered amongst the cracks and crevices of his home reef.

A terrible toxic tide was threatening to destroy this beautiful and bountiful reef. But there was a small group of ocean warriors who fought tirelessly against this evil. He aspired to be like them. Every now and then a call for warrior recruits was announced. He had been eyeing it for many years and had trained himself to be a worthy candidate.

Bubbling with excitement, he waited patiently for the perfect time to pounce on this opportunity and grabbed it with all eight arms. He wasted no time in feasting on the wealth of knowledge. But this octopus still had to learn a thing or two. He was given an amazing marine warrior as a mentor. She opened many oysters for him and amplified the abilities of all his arms.

But what good is knowledge and skill if it is not applied? After the initial training, she empowered the octopus to explore and discover the deeper depths of the diverse reefs while she safeguarded their known sacred reefs.

I can relate to this octopus.

Through completing WWF's Environmental Leaders Programme, I have been armed with the networks, skills and knowledge to tackle the challenging and paramount pressures facing our oceans.

But I, like the octopus, still have some training to do. This programme has inspired me to pursue my postgraduate studies in invertebrate ecology, focusing on exploring and describing the deep reef habitats off the Wild Coast. I hope that the product of my studies can be used to inform marine protected area management and expansion so that we can protect South Africa's beautiful and productive deep reefs.

Like the multi-potentialite octopus, I too am becoming an ocean warrior and environmental leader. And soon enough I would like to teach and mentor our future environmental leaders and then, and only then, I'll get to live up to the name “Dr Octopus”.



**LUYANDA**

**“I became deeply involved in landscape rehabilitation and gained a powerful understanding of how agriculture influences the environment.”**

“Why am I here?” We have all asked ourselves this question at some point. When I matriculated in 2008, I applied to several universities to study agriculture. The University of Fort Hare conditionally accepted me, but when I excitedly arrived, I was told I didn’t meet the minimum requirements. I tried to get into the foundation phase and queued outside the HOD’s office for two days, but the programme was fully subscribed. Walking back to my accommodation, I asked myself, “Why am I here?”

But I wasn’t deterred. Determined to follow my dream, I studied the university’s prospectus like a bible so that in September I could apply again. My perseverance paid off! My application for foundation phase was successful and so was the application for accommodation and state funding. Four years later I had my degree and started looking for a job. Only to find that the work I wanted meant I had to do my Honours! So I got that out of the way and in 2016 again applied for various jobs and internships.

One day I received that ‘call’ from a 011 number. It was the Gauteng Department of Agriculture and Rural Development, offering an internship. I had an amazing time with them, but in April 2016, when my internship ended I was back to job hunting ... again!

I managed to land a six-month internship close to home. Walking home one day I felt tired, frustrated and fed up with the lack of progress in my life. Again I was asking myself, “Why am I here? Where are those people who said that when you have a degree it’s easy to get a job?”

Then, in January, I received a call from a 021 number. It was from WWF-SA, offering me a place in their Environmental Leaders Programme. I was placed with Living Lands where I became deeply involved in landscape rehabilitation and gained a powerful understanding of how agriculture influences the environment.

At the first quarterly workshop of the programme we had a career journey session with our respective mentors. As part of one activity the facilitator asked people with a Master’s qualification to move out of the group. I was left in the small group. “How do you feel about being where you are?” he asked. “Frustrated,” was the first word that came to mind. The nagging question, “Why am I here?” was there again, and I went back to work intending to find the answer!

I still haven’t answered that question, but I recently found a quote that says, “Life is not about the destination, it’s about the journey”. And so I’m proud that I am still determined and that I am on a beautiful journey of learning, discovery, sharing and collaboration.

# OUR FUTURE LEADERS

## 2011

1. Daisy Kotsedi
2. Dale Wright
3. Jaco du Toit
4. Megan van der Bank
5. Simonne Stellenboom
6. Wisaal Salie

## 2012

7. Fikile Sinefu
8. Imelda Haines
9. Lameez Eksteen
10. Matome Kapa
11. Michael Lowman
12. Onkemetse Nteta
13. Stephanie Ranier
14. Thabo Mthembu

## 2013

15. Anisha Dayaram
16. Babalwa Mqokeli
17. Eisha Heitmann
18. Fhumulani Mathivha
19. Louise Palframan
20. Luvo Vanyaza
21. Luyanda Ndlela
22. Natasha Rambaran
23. Nausheena Parker
24. Nhlanhla Ncube
25. Nikara Mahadeo
26. Nonhlanhla Nyalungu
27. Noxolo Kabane
28. Olivia Smith
29. Sthembile Ndwande
30. Vuyiseka Majali
31. Zoe Visser

## 2013 GROEN SEBENZA

32. Awelani Sadiki
33. Danielle Gordon
34. Eugene Gordon
35. Fhatuwani Magonono
36. Herschelle Lambrechts
37. Londeka Zondi
38. Lumka Madolo

39. Luvo Mjayezi
40. Macheba Mokubedi
41. Malukhanye Mbopha
42. Mbali Mbonambi
43. Miranda Veyi
44. Mntambo Nakwa
45. Nelishka Singh
46. Nelnishia Lourens
47. Noluyolo Limba
48. Nomfundo Nkabi
49. Nonkazimlo Mafa
50. Ntombezinhle Buthelezi
51. Ruth Moeti
52. Sandisiwe Gqokoma
53. Sisanda Booï
54. Suzan Thobela
55. Teboho Sebogodi
56. Thilivhali Murivhami
57. Yanga Manyakanyaka
58. Yonela Ciliwe
59. Zimasa Komsana
60. Zizipho Njikenjike

## 2015

61. Alexandra Logan
62. Brittany Arendse
63. Hlengiwe Radebe
64. Karabo Chadzingwa
65. Kathryn Staosebacht
66. Lutendo Mutshaine
67. Mmatjie Mashao
68. Monica Betts
69. Nathan Philander
70. Nelisiwe Vundla
71. Sasha Sankar
72. Sibongile Manamathela
73. Sibusiso Khuzwayo
74. Sinethemba Cele
75. Sisanda Mayekiso
76. Tiyisani Chavalala
77. Thobeka Gumede
78. Wesley Bell

## 2017

79. Anathi Mbona

80. Anna Ras
81. Athina van der Byl
82. Aviwe Homani
83. Babalwa Matutu
84. Bahia Brady
85. Bellinda Monyela
86. Caroline Mfopa
87. Chloe Karstadt
88. Cikizwa Mbolambi
89. Craig Haley
90. Darrin McIntyre
91. Fisokuhle Mbatha
92. Gcobisa Foxi
93. Ighsaan Allie
94. Inge Adams
95. Janine Ferreira
96. Juliette Lagesse
97. Keneilwe Hlahane
98. Khalid Mather
99. Kirtanya Lutchminarayan
100. Leani de Vries
101. Luke Gallant
102. Lumka Poswayo
103. Luther Adams
104. Luyanda Luthuli
105. Lydia Mojela
106. Matthew Damons
107. Mcebisi Qabaqaba
108. Mikhaila Gordon
109. Mujaahid Philander
110. Natalia Banasiak
111. Nicole Reddy
112. Nikita Domingo
113. Nobahle Fata
114. Nonkoliso Mgbantaka
115. Nwabisa Mjoli
116. Paula Strauss
117. Randall Josephs
118. Rebekah Hughes
119. Reinhardt Arp
120. Renira Boodhray
121. Roxanne Munsamy
122. Sheroma Surajnarayan
123. Simphiwe Gininda
124. Stephany van Munster
125. Tshifularo Raphunga
126. Wenzile Mbanjwa
127. Ya'qub Ebrahim
128. Yonela Sithole

# PARTNERS FOR SUCCESS

## WWF ACKNOWLEDGES THE FUNDERS FOR ENABLING THE GROWTH AND DEVELOPMENT OF OUR EMERGING ENVIRONMENTAL LEADERS

Fondation Hoffman (2011–2013)

WWF Nedbank Green Trust (2013–2018)

Sanlam (2011–2016)

Department of Higher Education and Training's National Skills Fund (2017–2018)

Barloworld (2017–2018)

USAID (2017)

## WWF THANKS ALL THE HOST PARTNERS, IN ALPHABETICAL ORDER:

Alternative Information & Development Centre (AIDC)

BirdLife South Africa (BLSA)

Centre for Environmental Rights (CER)

Centre for Scientific and Industrial Research (CSIR)

Eastern Cape Parks and Tourism Agency (ECPTA)

Emanti Management

Endangered Wildlife Trust (EWT)

Environmental and Rural Solutions (ERS)

Flower Valley Conservation Trust (FVCT)

Grootbos Foundation

Isidima Design and Development

Iziko Museums

Living Lands

Maluti GSM Consulting Engineers

National Labour and Economic Development Institute (NALEDI)

Nature's Valley Trust (NVT)

Nedbank

Nuwejaarsveld Special Management Area (NSMA)

Pick n Pay

South African Deep Sea Trawling Industry Association (SADSTIA)

South African Institute for Aquatic Biodiversity (SAIAB)

South African Low Emissions Development Programme (SA-LED)

South African National Biodiversity Institute (SANBI)

South African National Parks (SANParks)

Southern African Foundation for the Conservation of Coastal Birds (SANCCOB)

Sustainable Energy Africa (SEA)

The Green House (TGH)

The Spar Group Limited

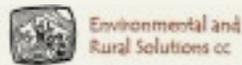
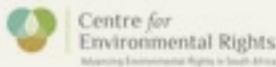
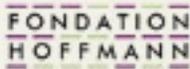
Two Oceans Aquarium

Walker Bay Fynbos Conservancy

Wildlands Conservation Trust (WCT)

Wildlife and Environment Society of South Africa (WESSA)

Woolworths





# PARTNER WITH WWF

Join us and play a valuable role in growing South Africa's leaders and green skills, supporting our transition to a green economy and building capacity for improved environmental governance.



**INITIAL FUNDING OF  
R2 MILLION HAS CATALYSED  
A TOTAL INVESTMENT OF  
OVER R20 MILLION**

Over the years WWF has worked with a number of partners to support the development of young environmental leaders. Partnerships are varied and offer opportunity for further expanding the value of internships.

## BE A FUNDING PARTNER

Our funders continue to be our most critical support in the programme. Building on our model of work-based learning from the initial Fondation Hoffmann funding of R2 million, more than R18 million has been cumulatively invested by the WWF Nedbank Green Trust, Sanlam, the Department of Higher Education and Training's National Skills Fund, Barloworld and USAID.

## BE A HOSTING PARTNER

Partners who host interns have grown steadily from the first partner in 2012 to 32 partners at the end of the 2018 placement period. In planning for the next intake, 11 new partners have expressed an interest in hosting interns for the 2019 placement. In addition to hosting interns, these organisations make a significant in-kind contribution to the programme through the mentors' time, office infrastructure and desk space for interns, and operational budgets to facilitate their work. Host organisations are also increasingly contributing to the salary of interns, indicating recognition of the success of these placements to develop green skills.



**32 PARTNER  
ORGANISATIONS  
AND GROWING**

Hosting partners also highlight the potential for the future institutionalisation of internships, by co-ordinating their own placements.

## BE A CO-ORDINATING PARTNER

Recognising the need for investing in skills development and the value offering of the WWF internship programme, various partners co-ordinate groups of occupation- or industry-specific placements. SANBI co-ordinated the placement of 13 interns in the 2017/2018 intake to develop critical biodiversity research and planning skills.



FIRST PARTNER  
PROGRAMME  
WITH SADSTIA

The South African Deep Sea Trawling Industry Association (SADSTIA) is expanding the internship offering through co-ordinating an industry-focused programme after they were one of the hosting partners in 2017. Fisokuhle has been employed to manage this expansion programme after her internship with them. They have committed to working with WWF to fund and place 10 marine science interns in their associate industries for 2019. Although WWF will support these placements in the first phase, SADSTIA has committed to growing the programme towards independence from WWF, continuing to draw on its model, processes and resources.

## BE A CONCEPTUAL AND STRATEGIC PARTNER



WORK-BASED  
LEARNING DEVELOPS  
SKILLS, STRENGTHENS  
ORGANISATIONS AND  
ENABLES ACCESS TO WORK

The National Skills Development Strategy III, the National Skills Development Plan for Post-School Education and Training and the National Development Plan all recognise work-based learning as a strategy to develop skills, strengthen organisations and enable access to work. The presidential Youth Employment Service (YES) initiative is the more recent example of political and strategic support for expanding work-based learning placements and internships. Various partnerships allow WWF to share and expand the value and insights of work-based learning. Through a partnership with Rhodes University and the Department of Higher Education and Training, insights from the WWF internship programme will be shared with SETAs and environmental sector partners to strengthen their offerings of internships.

JOIN US TO GROW OUR FUTURE LEADERS FOR  
THE ENVIRONMENT AND FOR OUR COUNTRY



Get in touch [info@wwf.org.za](mailto:info@wwf.org.za)

# LOOKING TO THE FUTURE

Our significant investment in these leaders today makes our future look so much brighter, 10 years from now, 20 years further and even 50 years on.



Dr Glenda Raven  
Senior Manager, WWF's  
Environmental Leaders Programme

Over 10 years, I got to know the 128 future leaders, some more closely than others. I have come to know the stories that have shaped their career choices for the environment, like 'tomboy' Anathi who explored rivers in her home town of Cala in the Eastern Cape, noticed the decline in the fish population and felt she had to do something for her children, her grandchildren and great-grandchildren. We'll not tell the story of the birds and the catapults.

I've heard stories of home towns in Mthatha, KwaMakhutha, Tabankulu and Bizana, about their families and traditions, sometimes about love, romance and wedding plans. I was privileged to witness their vision of a better world for all people and their commitment to making this happen, individually and together. This rich tapestry of young leaders paints a beautiful picture of hope and dedication for a bright future.

## 10 YEARS FROM NOW

In 2028, we are fast closing in on the vision of the National Development Plan 2030. The interns who have completed the programme are most likely mid-career professionals, with some exceptions as senior managers. They have between 10 and 16 years of work experience, and are potentially making significant contributions to policy, practices and programmes that foster improved environmental governance – for the planet, its people and prosperity.

*“Our vision of an equal, inclusive and sustainable future might well be closer than we think.”*

Daisy is the Chief Director for marine protected areas at the Department of Environmental Affairs and Matome is a renowned Environmental Rights Lawyer working in his home town in Limpopo. Nhlanhla has a strategic role at the Chamber of Mines, developing and overseeing the implementation and evaluation of policy for improved environmental management in mining. Luther is Chief Director of the SANBI Marine Programme and Ya'qub is leading the 2030 biodiversity assessment.

## 20 YEARS AWAY

In 2038, now with about 20 years of work experience, Jaco is Director of the WWF global network and Fikile the Executive Director of the Agricultural Research Council, his main research interest exploring traditional nutrition with female and youth farmers in the Eastern Cape, Free State, KwaZulu-Natal, Limpopo and Mpumalanga provinces. Luyanda is expanding a permaculture programme to ensure regional food security in the SADC, Nonhlanhla manages the Cape Research Centre for SANParks and Sheroma is the General Manager of the Table Mountain National Park.



**BY 2068, THESE NATIONAL,  
REGIONAL & WORLD LEADERS  
HAVE LAID THE FOUNDATIONS  
FOR OUR BETTER WORLD**

*“We are able to see positive outcomes, benefits and rewards for nature, for people – because we joined together 50 years ago to increase our investment in a better world for all.”*

## 50 YEARS FORWARD

By 2068, these national, regional and world leaders have laid the foundations for our better world. The outcomes of their contributions to creating a sustainable future are becoming evident. Our just transition to a green economy is before our eyes: all South Africans, Africans and global populations have enough and affordable food, water and energy. People around the world recognise and respect the value of our natural world and the services that nature provides for the well-being of all our people. We see, feel and touch a future where people live in harmony with nature, caring for the needs of our children’s children and in turn their children’s children, until the end of time.

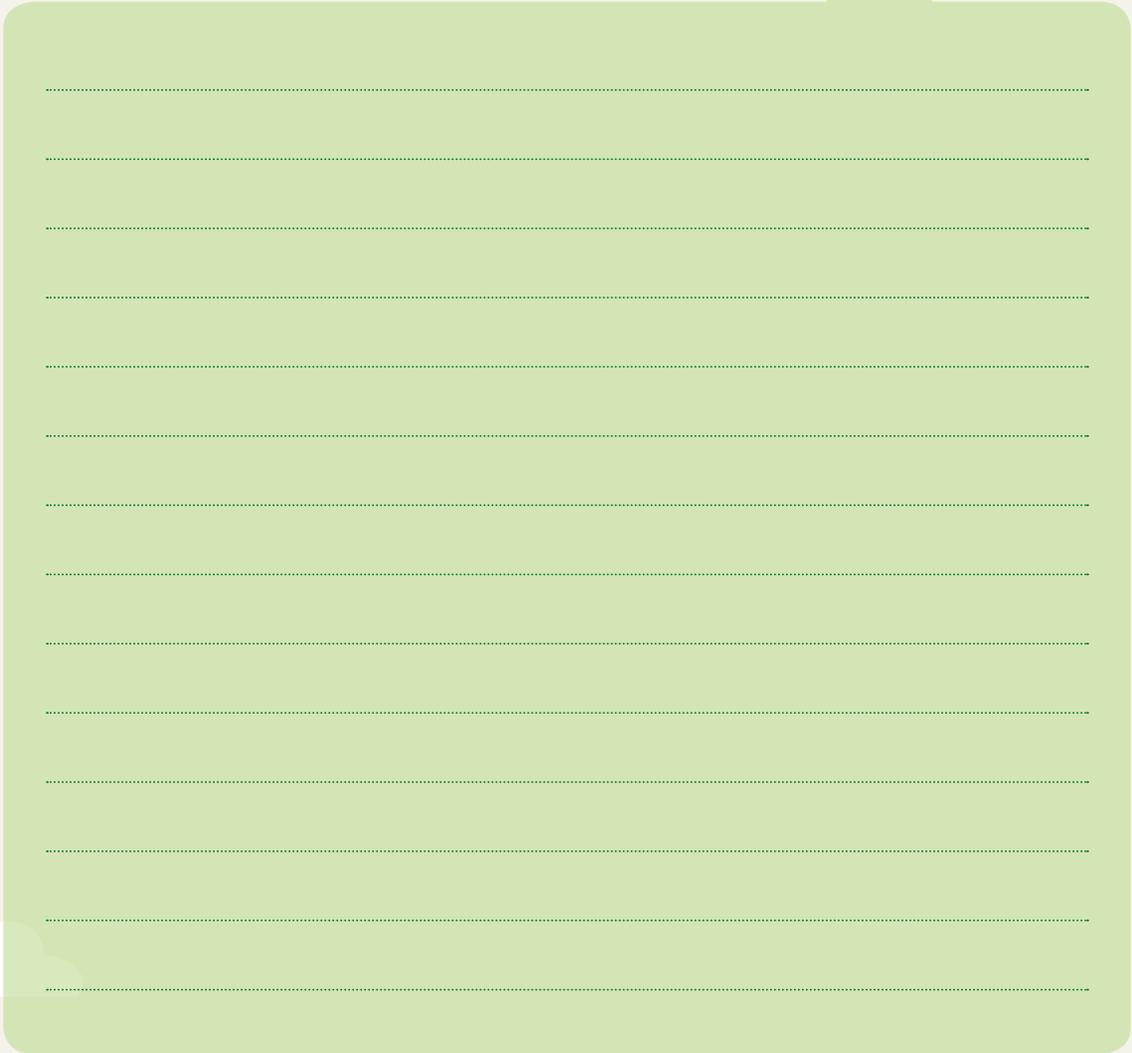
And we stand and marvel at what a difference our investment during the decade 2008–2018 has made. We are able to see even more positive outcomes, benefits and rewards for nature, for people – because we joined together 50 years ago to increase our investment in a better world for all.

Developing future environmental leaders.

For nature. For you.

Dr Glenda Raven

# WHAT KIND OF FUTURE DO YOU WANT TO LIVE IN?



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# WHAT ROLE DO YOU WANT TO PLAY?

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# A DECADE OF SUCCESS

128

South African interns who have participated in the programme

20

Universities across South Africa from which WWF has recruited interns

47

New jobs created through internship placements



32

Partner organisations who hosted a WWF intern

44

Mentors trained through the programme

	<p><b>Why we are here</b>                  To stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature.</p> <p><a href="http://wwf.org.za">wwf.org.za</a></p>
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