

# Futures Thinking Workshop

the skills we have today are out of  
date for tomorrow

# Skills Development Planning

- Post-Policy Period -- Emphasis on skills development in SA, necessary for delivery and implementation
- Skills development system – has not provided adequate skills development planning
- Human capital development planning taking place at micro and macro scales

## At the same time:

- *DST & DoE Human Capital Development Planning for Science Innovation*
- *HCD Planning for Global Change National Research Plan (DST)*
- *HCD Planning for the Biodiversity Sector (SANBI)*
- *HCD Planning for the DEA 5 Year Strategic Plan and to identify wider skills development planning needs for the Environmental Sector as a whole (development of an Environmental Sector Skills Plan)*

# Purpose of this workshop

A lot of empirical research – on the ground insights on what is happening (e.g. throughputs, courses available, vacancies, lack of scientific skills, transformation profiles, inadequate skills planning etc.)

**KEY FINDING SO FAR:** Skills development thinking is hampered by the ‘maelstrom’ everyday challenges of coping with an emerging sector in a rapidly changing environment – it is largely reactive

- To better steer an anticipatory approach to global change, environmental management and sustainable development, it is important to look into the future

- This workshop is provide a lens through which we can interpret the current situation; to provide orienting direction for the skills planning processes

# Research and findings so far

Key questions	Data sets and Information	Emergent insights
What growth is expected?	Trend mapping Economic Indicators? Treasury Futures thinking	Formalising of the ESG sector, Green jobs are 'in creation' Numbers etc. are uncertain
How many/ which jobs will be needed to satisfy demand?	Current jobs and vacancies Public sector databases	Current demand : more scientists, environmental lawyers, recyclers, integrated coastal zone managers, etc.
How many people in jobs now will leave?	Migration & Turnover stats Mortality predictions	High mobility in the sector HIV/AIDS impact Retirement (ageing scientists)
How many new people must be trained?	Stats: Short term – gaps and vacancies Longer term – innovation projections	High, medium and elementary skills mix Scarce Skills Critical Skills Futures oriented skills
What training is planned/going	WSPs HEMIS data R&D data Workshops and Interviews	The dominance of the short course University 'silo's' & University capacity Inadequate response to the socio-ecological; Quality issues

# What will be produced?

- A document entitled ‘Skills Development Planning for the Environmental Sector’ (setting common direction with policy frame; outlining implications for skills development planning; framing a systems approach; a current and future’s orientation; looking at high, medium & elementary skills mix and priorities)
- *with* a HCD for key priorities for DEA Strategic Plan
- A HCD for the Biodiversity Sector for Managers and Biodiversity professionals &
- A HCD for NRM skills
- A HCD for the Global Change Research Plan

# Alignment of HCD initiatives

Over-arching themes & PROCESS FRAMEWORK	Focus Areas	Skills needed to address shortages and fill current gaps	Skills for Innovation and Transformation
Global Change (Climate Change) and Sustainable Development ‘VALUE CHAIN’  <i>What skills, competencies &amp; capabilities are needed?</i>	Air Quality and Pollution		
	Waste Management		
	Marine and Coastal Management		
	Biodiversity		
	Natural Resources Management		
	Environmental Impact Management		
	Environmental Law & Compliance, Governance, Environmental Education and Training & Public Participation		