

Groen Sebenza – two years later

“Catalysing access to Employment and Job Creation in Ecosystem Management”

The Groen Sebenza Programme with its 44 partners or host institutions went from strength to strength over the past two years. 800 confident young people, called pioneers, were holistically trained and developed during this period and have emerged as fully employable.

To date 243 are already in permanent employment, 102 within host institutions and 141 beyond. Current employers beyond the GS Partnership group range from the Kwa-Zulu Natal Sharks Board, Municipalities, Mining projects in the Northern Cape and Gauteng, the Eco-Tourism Industry, TRANSNET, some Government Departments and others in the private sector.

Feedback from some pioneers in permanent employment

1. **Phumza Bavuma** is employed as a Horticulturalist at **TRANSNET** in Saldanha Bay.

This is what Pumza has to say: “I manage a team that has to maintain the vegetation around the railway tracks, and am enjoying my new job. Thanks to my time as a Groen Sebenza pioneer, I know how to function in a team and navigate the challenges of the workplace, especially working with people from diverse backgrounds. I am so happy that I went for the Health and Safety training offered through Groen Sebenza. It is a crucial occupation-specific skill”. (Photo)

2. **Dr. Kolobe Mmonwa** works as a scientist in Marine Ecology at the **Kwa-Zulu Natal Sharks Board**. He was a pioneer for a very short time, as he completed his doctorate within the first year at Groen Sebenza, and was soon grabbed by an employer outside of the Groen Sebenza host institution group.

Kolobe is very happy and enjoying his job at the KZN Sharks Board. “I have just set up my new research laboratory,” he says. I was a Groen Sebenza pioneer for a very short time, but appreciate the exposure to the workplace culture and demands during that time. It helped me to adapt when I arrived in my ‘real’ workplace. (Photo)

3. *“I was on a journey towards self-discovery during my time as a pioneer,” says **Vhulahani Mushiana**, currently employed as a Conservation Permit Officer at the **Gauteng Department of Agriculture and Rural Development**. “I am engaged in workplace communication at different levels and with different stakeholders, whilst furthering my studies in Nature Conservation. The workplace*

has opened up many possibilities, and I am continuing to live my dreams”.
(Photo)

Occupations on offer

The above three occupations are but a few of the occupations practised by Groen Sebenza pioneers. ([Read more](#)) [Insert GS occupations here ppt.](#)

(Photo's)

Two examples of pioneers' skills acquired

Eg of Naomi Mdayi ppt.

NB: The Groen Sebenza Project Management Team is keen to speak to potential employers. Please liaise with the following people:

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Groen Sebenza was officially launched by the honourable Minister of Environmental Affairs, Ms Edna Molewa, on 08 June 2013. [Read more about the launch here.](#)

The Groen Sebenza opportunity

Groen Sebenza is based on an “incubator model” giving 800 participating youth workplace experience through a structured mentoring programme, together with skills development and training opportunities for a period of two-and-a-half (2½) years. Five hundred and fifty-five (555) graduates and 245 school leavers (with matric certificate) referred to as ‘pioneers’ were placed with one of the 44 partner organisations for the duration of the project. The project commenced in May 2013 and will come to an end in October 2015.

The following organisations, institutions and government departments are host institutions to the 800 pioneers:

National:

SANBI - South African National Biodiversity Institute

Department of Environmental Affairs – Sector Education, Training & Development;
Natural Resource Management

South African National Parks; WESSA; WWF-SA

Eastern Cape: Nelson Mandela Bay Municipality; Rhodes University; ECPTA- Eastern Cape Parks & Tourism Authority; Living Lands; DEAET; SA Wilderness Foundation

Gauteng: EWT - Endangered Wildlife Trust; City of Tshwane; Ekurhuleni Municipality; Midvaal Municipality; Johannesburg City Parks and Zoo

KwaZulu-Natal: Wildlands Conservation Trust; Ezemvelo KZN Wildlife;

iSimangaliso Wetland Park Authority; D.U.C.T - Duzi uMngeni Conservation Trust; Groundtruth

Northern Cape:

Department of Environment and Nature Conservation; Indigo-Development & Change; EMG - Environmental Monitoring Group

Limpopo:

LEDET-Limpopo Department of Economic Development Environment & Tourism
Waterberg Biosphere Reserve; AWARD; SA Wildlife College

North West

READ

Free State

DETEA

Dihlabeng Local Municipality; Nketoana Local Municipality; Setsoto Local Municipality

Mpumalanga

DEDET

Western Cape:

Cape Nature; City Of Cape Town; Cape West Coast Biosphere Reserve; NCC Environmental Services; Gondwana Alive; Conservation SA; Botanical Society of SA
Chrysalis Academy

The programme has no vacancies currently and interested youth should watch the SANBI website in future for possible internship opportunities.

Contact gspenquiries@sanbi.org.za or call 012 843 5101 if you have further enquiries about Groen Sebenza.