



AFRICAN WILDLIFE FOUNDATION®

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Capacity Building and Leadership Development



Building the capacity of Africans to safeguard their wildlife legacy is the African Wildlife Foundation's (AWF) hallmark. AWF demonstrates this commitment through significant investments in educating, training and equipping Africans to take the lead in conserving their own natural heritage. This commitment is also demonstrated within the organization - more than 85 percent of AWF's staff is comprised of Africans.

Capacity Building & Leadership Development at Work

As with all our work, AWF carefully assesses the training, education and capacity building needs of locals and then helps foster this development. In some cases, AWF's work involves fostering formal education through the AWF Leadership and Training Program of which the Charlotte Fellowship is the flagship initiative. In other cases, AWF develops skill-specific training workshops for different groups in support of conservation in African Heartlands. Here's a glimpse into AWF's work:

■ Educating Conservation Scholars and Leaders

AWF empowers Africans to take a leadership role in conservation through the Charlotte Conservation Fellowship Program, established in 1996. Created to honor AWF supporter Charlotte Kidder Ramsay, Charlotte Fellowships provide educational and financial assistance to Africans pursuing Master's or Doctoral studies. Since its beginning, this program has helped more than 40 Fellows from east, west, central and southern Africa pursue graduate degrees in fields ranging from conservation biology and resource economics to enterprise development and community conservation.



■ Training Wildlife Managers

AWF established Tanzania's Mweka College of African Wildlife Management, the first school to train African wildlife managers. Later, AWF also helped to establish the Ecole de Faune in Garoua, Cameroun to train wildlife managers in francophone Africa. In 1963, AWF established a scholarship program for Africans to study wildlife management in the United States – the first program of its kind. Since then, AWF has provided scholarships and educated hundreds of Africans in conservation studies to assure the survival of Africa's wildlife heritage. AWF also provides, on a case-by-case basis, tailor-made training for wildlife managers in order to improve their capacity to better manage parks using contemporary approaches. For example, AWF helped improve the visitor and tourism skills of the wildlife managers in Tanzania. As a result, the popular northern circuit parks of Tanzania are offering improved tourism management, and a better visitor experience.





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■ Training Rangers to Protect Wildlife

AWF trains park rangers and game scouts through its ranger-based monitoring (RBM) program. Begun in 1996 in the Virunga Heartland, the RBM program was developed to help manage the transboundary forest ecosystem. Since then the program has grown to include the Samburu and Kilimanjaro Heartlands in Kenya and Tanzania. Through a combination of classroom teaching and field exercises, rangers and scouts are trained in a variety of data collection techniques. Rangers use the skills and tools acquired through this training to collect data on target species, human-wildlife conflict, and illegal activities such as charcoal burning or illegal grazing. This data enables rangers to better prevent poaching. In turn, this data helps wardens to understand where illegal activities occur, how management can be streamlined, and where resources are most needed. Meanwhile, AWF utilizes this information to monitor target species populations and determine how human-wildlife conflict can be minimized.



■ Building Skills and Capacity through Community Workshops

Throughout its Heartlands, AWF works to design and implement appropriate workshops to train locals in a variety of skills, including business skills, tourism, resource management and sustainable ventures that are designed to develop capacity (skills, knowledge, practices) of communities so that they can implement successful conservation interventions. The training is typically contextualized to fit the varied African landscapes. Examples of AWF's work include:

- Developing the capacity of Samburu beekeepers to manage viable bee-keeping enterprises – training them in all required skills from construction of modern hives to honey bee biology, apiary site selection, colony management, harvesting and business management.
- Training community members to work as scouts within Kenya's Maasai group ranches to better monitor wildlife and systematically report on wildlife movement, human-wildlife conflict and poaching.
- Helping Maasai women turn old traditions into new income through the development of the Cultural Boma – a place where tourists can come to see how the Maasai live. AWF has helped the Maasai women learn to promote the Cultural Boma to tour operators and sell their handicrafts.
- Supporting the communities in Zambian Chiefdoms to develop institutions – community land trusts – that secure land rights, manage the natural resources within the chiefdoms and enter fair partnerships with the private sector for enterprise development.

■ Conservation Education

During its early decades, AWF established and supported wildlife clubs in several African countries to raise the awareness and interest of a new generation regarding the importance of wildlife conservation as a way of securing public support and participation in conservation. These clubs exposed an estimated one million young people to conservation – some of whom later pursued successful conservation careers. Today, conservation education is conducted in Heartlands with communities to increase their support for heartland level conservation.



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