
New skills needed for the XXIst century: which training needs for natural areas management

**23-24 January 2003
Montpellier - France**

New skills needed for the XXIst century : which training needs for natural areas management ?

**3rd meeting of the training organisations network for the
management of natural areas in the Mediterranean region.**

**23 – 24 January 2003
Montpellier – France**



L'ATELIER
technique des espaces naturels



REGION

LANGUEDOC
ROUSSILLON



Note : The meeting will be followed on 25th January by a smaller IUCN European Training Task Force (ETTF) meeting , organised independently by ETTF leader (on invitation only)

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Organised in partnership by the Station Biologique de la Tour du Valat, (<http://www.tour-du-valat.com>), the Atelier Technique des Espaces Naturels (www.espaces-naturels.fr/ATEN/) and IUCN Mediterranean (www.iucnmed.org) Centre, this meeting aims at :

- ? Analysing the new training needs for staff involved in the management of natural areas in the Mediterranean ;
- ? Define the broad lines of a common project that could help Mediterranean Training organisations to cater for these new needs ;
- ? Contribute to recognising the Mediterranean specificity's at the World Park Congress (Durban sept 2 003).

Please bring along with new any material that presents your organisation, and more importantly, that can contribute to any of the technical sessions below.

Deadline for registration : 16 December 2 002

Note : Please apply a.s.a.p for a Schengen visa if required for your country.

Organisers :

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TENTATIVE PROGRAMME

Wednesday 22 January

Arrival
Welcome dinner

Thursday 23 January	Common Objective	How ?
Session 1 : 9h - 9h30	Welcome Presentation of the meeting & expected results	
Session 2 : 9h30 - 10h	Evolution of key management issues & principles in the Mediterranean in the last 50 years IUCN's interest in Training and in the Mediterranean	Talk
10h - 10h15	Coffee break	
Session 3 : 10h15 - 12h	The job and competence benchmark description systems in the French natural area professional sector : for what use and how to built it?	Concise talk + discussion
12h - 14h	Lunch	
Session 4 : 14h - 15h45	The evolution of jobs in natural areas (last 10 + next 10 years): which new issues ? which new skills are/will be necessary ? (from 4-5 national case studies, define the similarities / differences at the Mediterranean. scale)	4-5 short talks (10' maxi) on France, Italy, Spain, Middle-East, Maghreb Discussion
15h45 - 16h	Coffee break	
Session 5 : 16h - 16h30	Vocational and initial training role of the NGOs ? Are tools developed for professional training also useful for initial training ?	Concise talk + discussion
Session 6 : 16h30 - 18h30	Interactions between Nat. Areas management bodies & Training organisations (initial & vocational) : Who really influences the evolution of jobs ? (the trainers ? the funding bodies ? the managers ?) Is there a Mediterranean specificity ?	Round-table discussion

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Friday 24 January	Common Objective	How ?
Session 7 : 9h - 9h30	What could be the broad lines of a joint project between Training bodies, to start answering the evolutions/ issues identified yesterday ? ✍ constitute 2-3 working groups to design concrete proposals Note : for IUCN-Malaga the key question is : "How best to transfer knowledge on training matters from North & East to South Med. Countries ?"	Round-table discussion
Session 8 : 9h30 - 10h30	Working groups	2-3 small working groups in parallel
10h30 - 10h45	Coffee break	
Session 8 : 10h45 - 12h	Working groups (end)	
12h - 14h	Lunch	
Session 9 : 14h - 15h45	Obtain a general agreement on the project components (or on separate projects) that can help address evolutions Define and agree on leadership mandate for the project and the Mediterranean. Network of training organisations : different centres acting as focal points on different key aspects ?	Restitution by all workgroups. Joint discussion + agreement on project
15h45 - 16h	Coffee break	
Session 10 : 16h à 17h30	Recommendations to take into account the Mediterranean specificity's in Durban	Discussion
17h30	Closing	

3rd meeting of the training organisations network
for the management of natural areas
in the Mediterranean region.
23-24 January 2003
Montpellier. FRANCE

Registration form

Deadline for registration : 16th December 2002

Please fill in this form (IN BLOCK LETTERS) and return it to:
Atelier Technique des Espaces Naturels.
by email : jocelyne.belot-bucheraud@espaces-naturels.fr
or by fax: **++ 33 4 67 52 88 95**

Mr / Mrs:

Family name:

First name(s):

Organisation:

Position:

Postal address:

Telephone:

Fax:

e-mail:

Date and signature :

Arrival / departure information

Arrival in Montpellier	Departure from Montpellier
Date:	Date:
by plane <input type="checkbox"/> by train <input type="checkbox"/> by car <input type="checkbox"/>	by plane <input type="checkbox"/> by train <input type="checkbox"/> by car <input type="checkbox"/>
Details:	Details:

Nights accommodation (except for invitations, room and board fees remain at the expense of the participants).

- Single room (around 50 EUR) per night inclusive breakfast
- Twin room* (around 50 EUR) per night inclusive breakfast
- *Name of the person you share the twin room with :
- I will make my own accommodation arrangements

Visa

I need a personal letter of invitation to submit my visa request yes no

As soon as we will receive your registration form, you will receive more practical details with confirmation, name and address of the hotel, meeting points....

*Montpellier
Declaration and
Conclusions*

THE MONTPELLIER DECLARATION

Attending that Mediterranean is an important hot spot for biodiversity with one of the greatest human pressure in the world,

Attending that Mediterranean as a defined region with similar issues and concerns but contrasting levels of opportunities and skills base,

Attending that capacity building is one of the theme to be addressed during the Durban World Park Congress,

Attending meeting of the organisation providing training for protected areas managers was initiated in 1999 in Cilento (Italy) under IUCN's leadership, continued in Tour du Valat (France) in February 2001 under ATEN and Tour du Valat's organisation and considering that since this 2nd meeting in Tour du Valat, the network of Training organisations for natural & protected areas in the Mediterranean has been little active in terms of multilateral co-operation, although a few punctual projects were carried out as a follow-up (e.g. RSCN Jordan – ATEN – Tour du Valat co-operation). Considering that the lack of a clear leader, with a mandate from the group to co-ordinate and stimulate the whole network, and with a commitment to allocate the necessary time and resources to this task was the key reasons of little activities of this network,

On 23 – 24 January 2003, 36 participants from 11 countries met in Montpellier – France for the 3rd meeting of the training organisations network for the management of natural areas in the Mediterranean region, the theme of which was :

“New skills needed for the XXIst century : which training needs for natural areas management ?”.

This meeting was organised as a partnership between the Région Languedoc-Roussillon (Agence Méditerranéenne de l'Environnement), the Comité Français de l'UICN, the Station Biologique de la Tour du Valat, the Atelier Technique des Espaces Naturels (ATEN), and IUCN-Mediterranean Co-operation Centre (Malaga). It aimed at :

- ? Analysing the new training needs for staff involved in the management of natural areas in the Mediterranean ;
- ? Define the broad lines of a common project that could help Mediterranean Training organisations to cater for these new needs ;
- ? Contribute to recognising the Mediterranean specificity's at the World Park Congress (Durban sept 2 003).

Conclusions

The participants agreed on the following conclusions :

1. the participants unanimously thanked the Région Languedoc-Roussillon (Agence Méditerranéenne de l'Environnement), the Comité Français de l'UICN, the Station Biologique de la Tour du Valat, the Atelier Technique des Espaces Naturels (ATEN), and IUCN-Mediterranean Co-operation Centre (Malaga), for their help in sponsoring and organising the meeting.
2. The participants defined a common vision of keys issues of Protected areas in the next ten years. 14 themes has been defined as priority issues for the Mediterranean Protected areas. i) contribution to life support, ii) capacity building, iii) ecosystem approach, iv) local community participation approach, v) quality of life, vi) economic development, vii) financial sustainability, viii) education awareness, ix) integration of policies in effective management tools, x) use of new technologies in management process, xi) staff adaptability, xii) management of human pression on Pas, xiii) sustain cultural diversity in Pas.
3. The participants identified and agreed on major key factors of changes and defined the new skills needed to address these issues. They developed the outline of a common project wish address some of these major skills.

This project is based on three statements :

- a°) IUCN Mediterranean Co-operation Centre will co-ordinate and facilitate the exchange of training experience, methods and tools through on-line dynamic data base at Mediterranean level. All participants are committed to feed the data base and to collaborate in this process.
 - b°) Under the ATEN co-ordination for one year, RSCN, Pangea, Formez, TAIEB, Tour du Valat, Rac/Spa will define a project for training on sustainable development within the Mediterranean protected areas. This project should promote networking and exchanges of methods, tools, research and experimentation in the field of capacity building (in an appropriated way) on sustainable development issues. IUCN Mediterranean Co-operation Centre and UICN French Committee will facilitate and support a financial proposal to be submitted to donors organisation in order to start with concrete actions before Durban World Park Congress.
 - c°) IUCN Mediterranean co-operation centre will promote this project to the Durban World Park Congress.
4. The Mediterranean PAs Conference, to be held in Murcia on 26-30 March 2003, will have as a priority topic "Training in PAs". It will be a unique occasion for the Mediterranean training expert to formalize regional proposals and recommendations for Durban.

5. Since parallel initiatives to promote a better Training co-ordination exist at the Mediterranean level (under IUCN-Mediterranean Co-operation Centre) and at European level (under the proposed IUCN-WCPA European Training Task Force which met on 25th January), and since these geographic areas largely overlap in southern Europe, the participants recommended these two IUCN bodies to closely liase and co-ordinate their strategies so as to avoid duplication of efforts, particularly by those centres located in both regions.
6. The network should continue to meet on a regular basis, hosted by each of the participants members in turn. Initially these meetings may be linked to/ focused on the development on the joint project.

ANNEX 1 : Final Participants list (ATEN)

ANNEX 2 : Final programme (ATEN)

ANNEX 3 : The history of the process : from Cilento to Montpellier (TdV : CP)

ANNEX 4 : Common vision of keys issues in the management of PAs for the next ten year, as identified by the participants (ATEN : Results of Session 4, from paperboards)

ANNEX 5 : New skills needed to address these issues (ATEN, Results of Session 6, from paperboards)

ANNEX 6 : Outline of a common project which addresses some of these skills (ATEN, after consultation with the 6 other partners)