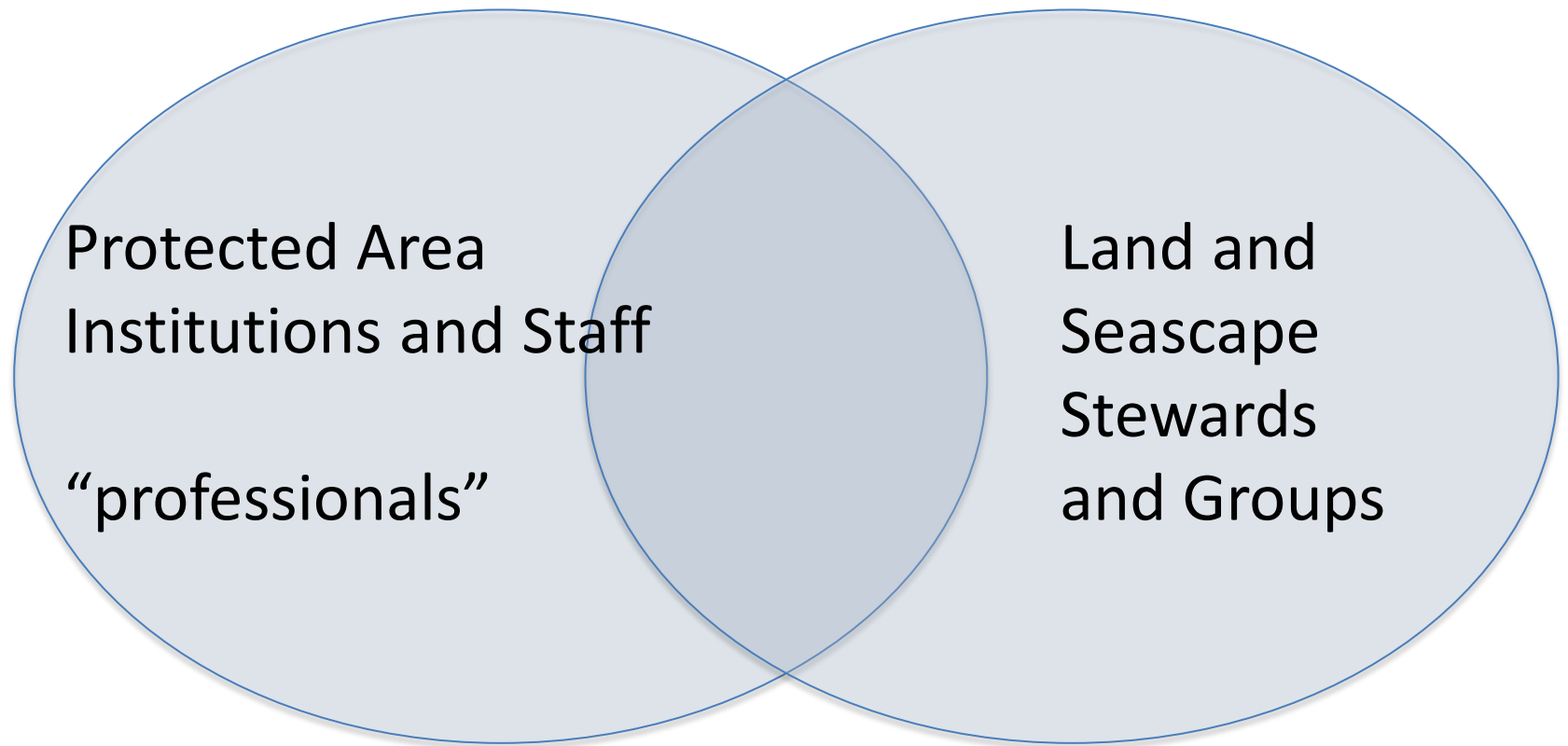# Today's Protected Areas:

- increasingly complex and diverse institutions
- require a highly diverse skill set for effective management

Caring for protected areas requires a vast spectrum of capacities to be innovative and effective in sustaining biodiversity conservation, ecosystem services, livelihoods, and other benefits.

Individuals and institutions

Protected Area Institutions and Staff

"professionals"

Land and Seascape Stewards and Groups

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Professionalization:

A comprehensive and aligned set of PA Capacity Development Tools, supported through existing and developing partnerships.

COMPETENCE STANDARDS → **BODY OF KNOWLEDGE** → **PERFORMANCE ASSESSMENT & CERTIFICATION GUIDELINES**

SUPPORTING INITIATIVES: Mentoring and more

IUCN WCPA PROTECTED AREA | Capacity Development Tools

Today's protected areas (PA) are increasingly complex institutions, and a highly diverse skill set is required to manage them effectively. To be innovative and effective in providing biodiversity conservation, ecosystem services, and other benefits, PA professionals must become and remain competent over time, in a number of competence categories.

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IUCN WCPA PROTECTED AREA | Competence Standards

All of the materials provided via this Body of Knowledge portal are keyed to the global competence standards defined in the IUCN WCPA Capacity Development Tools. Thus, understanding the competence framework is critical to effectively using the portal.

⬇ COMPETENCE STANDARDS HANDBOOK   **⬇ COMPETENCE STANDARDS REGISTRY**

Competence is the proven ability to do a job; it is often defined in terms of the required combination of skills, knowledge and attitude. **Skills** ensure the ability to perform a task reliably and consistently, **knowledge** provides an understanding of the technical and theoretical background to the task and an appreciation of its purpose; and having the right **attitude** helps ensure than an individual works professionally, ethically and conscientiously. **Competence** focuses primarily on the actual ability of individuals to perform in their jobs effectively, rather than on delivery of training and acquisition of qualifications.

In the last 20 years, there has been increasing interest in adopting a competence-based approach to guide the professionalizations – the professional development, assessment, and certification – of protected area staff. The framework used here has been developed by the IUCN WCPA Capacity Development Programme.

The competences are based on four **Levels** of personnel, based on the type of work and responsibility required of individuals. The levels are summarised in the table below. (Level 1, Unskilled Worker, is not used in this portal)

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TOOLS OVERVIEW | COMPETENCE STANDARDS | BODY OF KNOWLEDGE | PERFORMANCE ASSESSMENT & CERTIFICATION GUIDELINES | SUPPORTING INITIATIVES

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IUCN WCPA PROTECTED AREA | Body of Knowledge

Choose a competence category to explore:

Content currently under development. Please use the competence category TRP (Tourism, Recreation, and Public Use) to explore how the Body of Knowledge works.

Organisational Planning, Administration And Management

PPP	Protected Area Policy, Planning And Projects
ORG	Organisational Leadership And Development
HRM	Human Resource Management
FPR	Financial And Physical Resources Management
ARD	Administrative Reporting And Documentation

Applied PA Management

BIO	Biodiversity Conservation
LAR	Upholding Laws And Regulations
COM	Local Communities And Cultures
TRP	Tourism, Recreation And Public Use
AWA	Awareness And Education
FLD	Field/water Craft And Site Maintenance
TEC	Use Of Technology

Enabling Personal Competences

| CAC | Communication And Collaboration |
| UNI | Universal Work Competences |

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IUCN WCPA PROTECTED AREA | Body of Knowledge

TRP | Tourism, Recreation And Public Use ▾

CONTENT   PRACTICE   COMMUNITY   COURSES & CURRICULA

Choose content within the Tourism, Recreation And Public Use category below:

CONTENT
Explore an e-learning platform for self-guided professional development based on competences.

PRACTICE
Assess your skills with exercises and sample tests.

COMMUNITY
Connect with other professionals for mentoring and networking.

COURSES & CURRICULA
Learn about online and classroom courses and degree programs, and obtain guidelines to developing curricula aligned with the global competence standards.

The IUCN WCPA Body of Knowledge (PA-BoK) supports and connects the different elements of a professionalization program.

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IUCN WCPA PROTECTED AREA | Performance Assessment & Certification Guidelines

Assessment and certification of PA professionals helps ensure that those responsible for protecting valuable resources are competently performing their jobs. Built upon clear competence standards and guidelines, certification programs can provide feedback to individuals (and their employers) on their performance while highlighting opportunities for continuing professional development. Certification works together with the Body of Knowledge and Competence Standards to provide a consistent approach to developing a professional PA workforce.

The IUCN WCPA is committed to assisting national or regional bodies in developing competence assessment and certification programs by providing:

1. **Guidelines** documenting the process for establishing a certification program including key elements and factors for success. These guidelines are best suited for those that want to design their own competence-based certification systems, but who wish to align their programs with the IUCN to be consistent with the international community and potentially receive IUCN endorsement.

2. A **model certification program** providing an example of what a full certification program could look like and how the competences should be organized into a certification program with assessment instruments.

Regional or national bodies can opt to build their certification program using the model or they can design their own. If their program meets the IUCN standards, they will be able to apply for IUCN endorsement.

For further information on the status and development of the IUCN WPCA Protected Area Professional Certification Guidelines, please check for updates.

CURRENT LIST OF IUCN ENDORSED PROTECTED AREA CERTIFICATION PROGRAMS

WESTERN INDIAN OCEAN CERTIFICATION OF MARINE PROTECTED AREAS (WIO-COMPAS)

The WIO-COMPAS Program assesses and certifies Marine Protected Area (MPA) Professionals in the WIO Region based on recognized standards of excellence. It promotes competences, professional growth and ethical conduct. Three levels of certification are awarded: Marine Field Operations, Site Management, Policy and Planning.

Side Event Title: A Resource Fair- Capacity development tools and partners for Formal and Non-formal training (Part 2)
Southee Complex, Room 3   **17 November, 7:30 am- 8:00 am**

Indigenous Peoples and Local Community

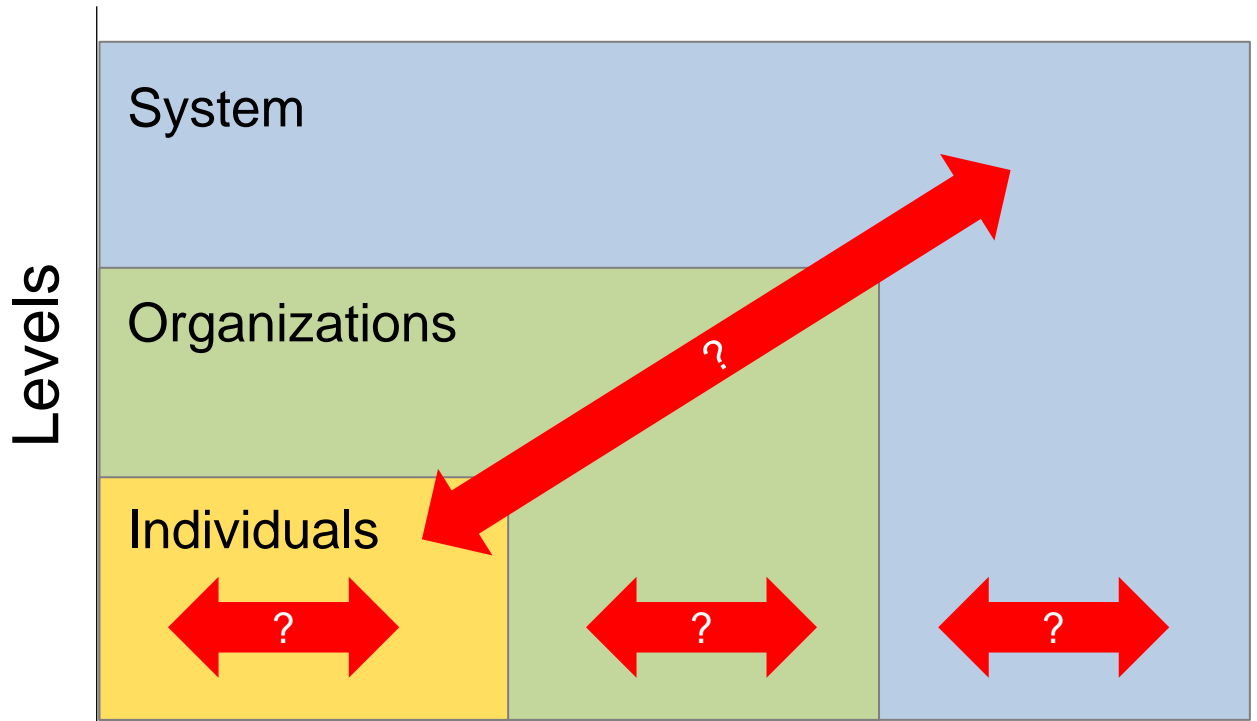Identify and meet specific capacity development needs of indigenous and local community PA stewards

Innovative learning routes to enable capacity development for indigenous and local community stewards developed and implemented.

Persistent capacity development challenges:

- Selecting targets
- Identifying the best means for building capacity
- Aligning targets and activities
- Assuring ownership and sustainability
- Integrating efforts across scales and levels
- Measuring and evaluating outcomes

Multiple levels for CD action

Levels

System

Organizations

Individuals

?

?

?

?

?

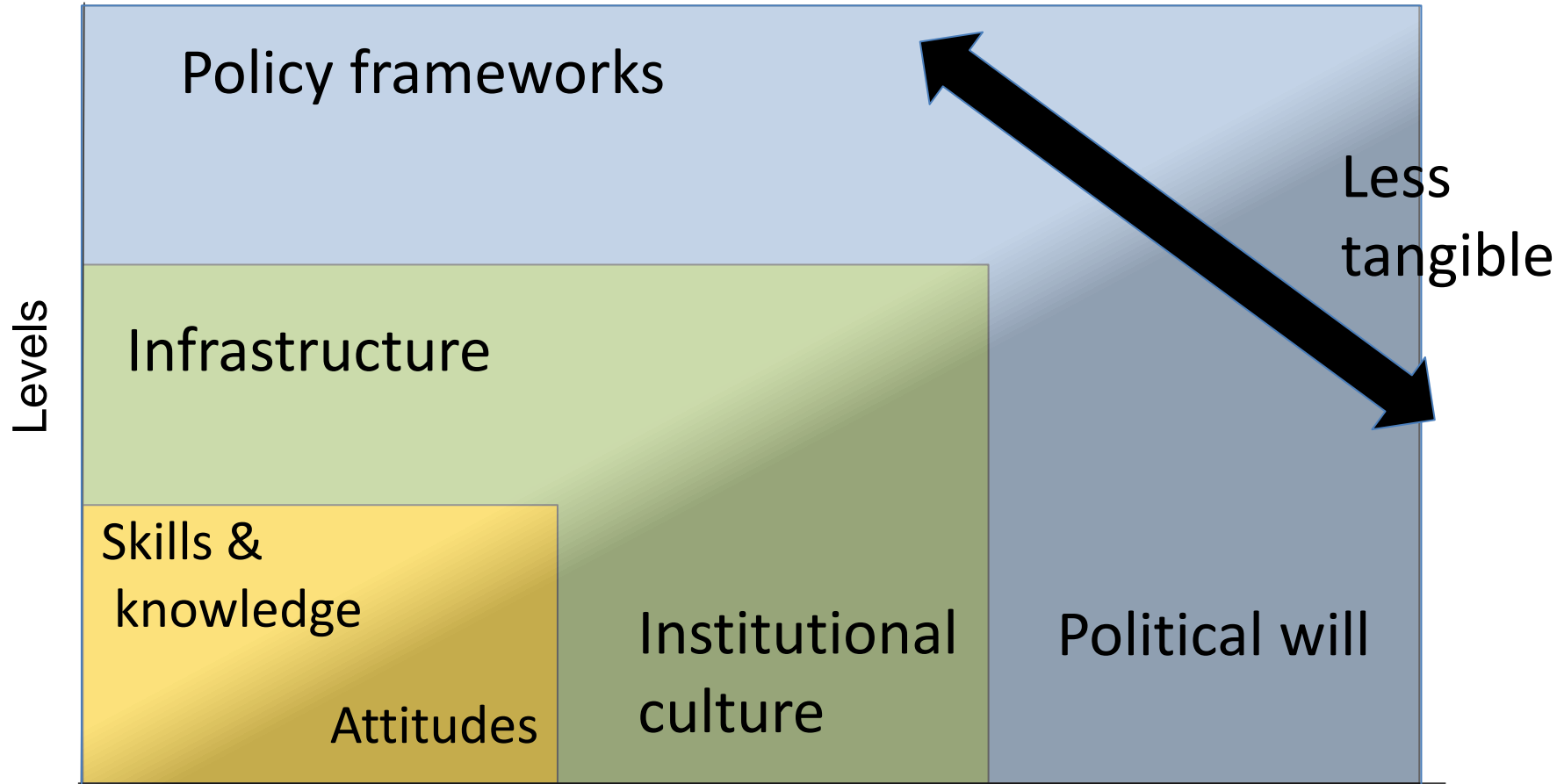Do interventions at one level generate effects at other levels?

Capacity for what? How can we better define targets to be able to measure impact?

How do interventions within a level interrelate and fit?

What is our cumulative impact on biodiversity, sustainable development, and other conservation targets?

Evaluation

Current CD efforts focus on inputs and immediate outputs, not on outcomes and impact, behavior changes, generally focused on one level.

Critical need to develop more rigorous, measurable and impact-focused systems for evaluation of CD investments.

Evaluation

Evidence on links between CD and impact on biodiversity/biocultural goals, across levels

Comprehensive guidance on evaluation tools and processes

Pilot sites/projects

Donors to invest in more robust approaches and measures

During the Congress (all in this room):

Nov 14 Towards a Strategic Framework for Comprehensive Conservation Capacity 13:30 -15:00
A new paradigm for capacity development: The Global Partnership for Professionalizing Protected Area Management   15:30 -17:00

Nov 15 A Resource Fair- CD tools and partners for formal training – 7:00 -8:00

Competences for protected area personnel: A Global Register – 8:30-10:00

A Body of Knowledge for protected area management – 10:30-12:00

Certification for protected area professionals – 13:30-15:00

Nov 17 Framing the World Parks Congress Capacity Development Roadmap, 13:30-15:00

Thanks to supporters!