

Tanzania training needs analysis for the COAST program

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This report is one of nine reports prepared for UNIDO to assess training needs at the inception of the Collaborative Action for Sustainable Tourism (COAST) project. The project is designed to address sustainable tourism issues in Camerouns, the Gambia, Ghana, Kenya, Mozambique, Nigeria, Senegal, Seychelles and Tanzania. This is the training needs report for Tanzania.

Approach

This training needs report is focused on the need for training associated with the implementation of the Collaborative Action for Sustainable Tourism (COAST) program. The goal is to “demonstrate best practices and strategies for sustainable tourism development so as to reduce the degradation of marine and coastal environments of trans-boundary significance”.

The project has FOUR main objectives: (from website)

1. To capture Best Available Practices and Technologies (BAPs and BATS) for contaminant reduction & sustainable collaborative tourism investments. This objective has three sub themes.

- Develop eco-tourism initiatives to alleviate poverty through sustainable alternative livelihoods, and generate revenues for conservation of biodiversity and for the benefit of local communities*
- Implement and Evaluate eco-certification and environmental management systems for use by private sector and community lead investments.*
- Improved reef recreation, management and monitoring mechanisms*

2. To develop and implement mechanisms for sustainable governance and management that measurably reduce degradation of coastal ecosystems from land-based tourism sources of pollution and contamination

3. To assess and deliver training and capacity requirements emphasising an integrated approach to sustainable reduction in coastal ecosystem and environmental degradation within the tourism sector

4. To develop and implement information capture, information processing and management mechanisms to promote information dissemination & sharing.

For greater detail on the COAST program see the program website at: <http://coast.iwlearn.org/>

- This draft based on semi-structured interviews with officials and key stakeholders in Dar es Salaam and in each of the three demonstration sites: 1) Bagamoyo, 2) Kinondoni and 3) Mafia Island April 19-25 2010.
- Workshops with stakeholder groups in Bagamoyo and Mafia Island
- Review meeting with focal points to discuss initial results
- Limitations: the COAST project is in its initial phase and the demos have not yet begun. In several instances the meetings held on training needs were the first contact key stakeholders had with the project. Thus their input on potential training requirements were based on assumptions regarding the progress of the project and not on needs realized in implementation.

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Acronyms used

BAP	Best Available Practice
BAT	Best Available Technology
BATREN	Bagamoyo Tourism and Rehabilitation Network
COAST	Collaborative Action for Sustainable Tourism
EIA	Environmental Impact Assessment
EMS	Environmental Management System
DAO	District Administrative Officer
ICM	Integrated Coastal Management
IRA	Institute of Resource Assessment (UDSM)
KICAMP	Kinondoni Integrated Coastal Area Management Programme
MNRT	Ministry of Natural Resources and Tourism
PADI	Professional Association of Diving Instructors
TCMP	Tanzania Coastal Management Program
TCT	Tourism Confederation of Tanzania
UDSM	University of Dar es Salaam
UNDP/GEF/PIU	United Nations Development Program/Global Environment Facility Mainstreaming Biodiversity Project Program Coordinating Unit
UNEP	United Nations Environment Program

Cover Photo: Chole Bay Mafia Island – E. Manning Photo

Background

Tanzania has a coastline more than 1400Km in length, with extensive white sand beaches, mangroves, accessible reefs and interesting historic sites. To date there has been limited development for tourism, but tourism is now seen as the principal driver for coastal development. According to the project inception report (extracts from the report): *“A critical concern is that the rapid growth of coastal tourism has put tremendous pressure on existing services and amenities. Poor land use planning has created significant environmental problems, and whilst Tanzania already has established frameworks and institutions for environmental regulation and management, integration, co-ordination, implementation and capacities are recognised as key areas that require strengthening. Key resulting issues include:*

- *Degradation of ecologically significant habitats (cutting of mangrove; damage to coral reef due to trampling and anchors, illegal collection of marine trophies)*
- *Unsustainable resource use to service the tourism industry (destructive fishing, coral and sand harvesting practices exist that are detrimental to Marine park and surrounding ecosystems);*
- *Conflicts as a result of unplanned development, restriction of public access, heavy demand on limited shared natural resources, conflicts between hoteliers and beach operators*
- *Coastal erosion from poorly sited hotels and inappropriate construction of sea walls that alter physical processes*
- *Pollution of coastal waters as a result of inadequate sewage treatment and waste management infrastructure to cope with expansion of tourism and/or practices by individual hotels*
- *Natural habitat loss as a result of unplanned development*
- *Limited institutional and organizational capacity among coastal communities for effective participation in the tourism sector and particularly in ecotourism as a potential alternative livelihood*
- *Lack of meaningful participation of coastal communities in policy formulation and inadequate legislation to safeguard community rights*
- *Lack of vertical institutional coordinating mechanisms resulting in the existence of a gap between decision making sphere and the local level actors in charge of implementation*

Three sites in Tanzania have been selected for their involvement in the demonstration activities, as between them they cover the spectrum of issues described above.

Kinondoni is the northern municipality which is part of the Capital (Dar es Salaam) and which contains most of the accessible beach area in the capital region scattered in other locations along the coast. The main issue in Dar es Salaam is poor sited facilities and pollution. Here the project will have to build up an original private-public partnership to address not only environmental impacts from coastal tourism but also, the issue of participative coastal zone planning and the threats (pollution from the municipalities) on tourism development.

Bagamoyo is a village of historical importance with links to the era of trade among the Indian Ocean littoral states, including trade in slaves and ivory. Hotels range from small guesthouses to the large beach resorts, and attract both national and international clientele. Bagamoyo has been identified through an ICM approach under the Tanzania Coastal Management Partnership (TCMP) as an area with high potential for developing into a successful tourism destination. The area is currently experiencing an increasing number of investors constructing facilities in a context where no physical planning provides guidance, where local municipality is aware of the negative impacts of the poor sited facilities but does not have any appropriate institutional strategy to address the issues. An ICM exercise organised by the Bagamoyo District Council identified (after a prioritization process) the 4 following key issues: Conflict between shrimp trawlers and artisanal fishers; Illegal and uncontrolled cutting of mangrove; Conflict on the use of beach areas; Destructive fishing practices

Mafia Island and the Marine Park supports a complex of estuarine, mangrove, coral reef and marine ecosystems and has some of the best diving in the Western Indian Ocean. Other attractions include beaches, and species such as the Comoro fruit bats and dugongs and turtles. The population are farmers and fishermen. There is one main upmarket accommodation facility, which has plans for expansion to provide accommodation for the middle market range. Activities include fishing, diving and snorkelling trips to the marine park. Mafia has been identified through an ICM approach under the TCMP as an area with high potential for further development into a successful tourism destination. Ecotourism development in all these areas is currently limited, although local communities seek viable diversified and alternative income generating opportunities that will result in less pressure on coastal natural resources.

The COAST project has a number of objectives (see Inception Report) which will attempt to build capacity to deal with the key issues in each of the three demonstration sites. The training needs in this report are positioned within the framework of delivery of solutions to the key issues – beginning in the demonstration sites with the objective of broader implementation throughout coastal Tanzania. The three sections of the report respond to the three principal issue areas identified in the broader project.

Report structure - 3 sections:

- A. EMS/certification**
- B. Ecotourism and poverty reduction**
- C. Reef management**

A. EMS (Scope: EMS, certification, marketing, labelling)

1. Training Needs

1.1. Current status of training re this issue (key areas such as EMS, certification, audit, greening etc.) Who is currently already trained in the country? (people, institutions providing training)

- No EMS training is available currently in Tanzania, although one hotel (the Golden Tulip) has ISO14000 – through the input of its own chain-wide program
- New hotels are subject to an environmental assessment and local land use laws
- Mombasa Polytechnic has a range of courses on environmental management, including EIA and waste management.
- The National College of Tourism has some training on tourism planning – one module in a tourism course- with an element of protected area tourism.
- There are no training courses available on coastal zone management, visitor management, sustainable tourism
- TCMP has some role in waste management outreach in Bagamoyo
- Some waste management training was done in Kinondoni but this is now over (some of the training materials used may still be available)

The 2007 IFC Tourism Training Network Market Research Report concluded regarding tourism training” Tanzania needs skills development at all levels, vocational and managerial. The skills development also need to reach beyond the mainstream tourism industry and filter into the communities that share the land with the amazing natural game parks scattered throughout Tanzania. It is recognized that most managers of large hotel properties are not Tanzanian and that there is no place for a Tanzanian to go locally to gain the requisite skills.” (p. 128) This applies to sustainable tourism and coastal tourism as well as more broadly. The 2007 study did not find any institutions which were currently involved in sustainable tourism studied although there was some interest in the subject areas by the UDSM and by the National Tourism College.

1.2 Who needs training on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- Hoteliers, (owners and managers)
- Hotel managers and engineers – in BAP for solid and liquid waste management, energy management, solar sources, conservation

- Government officials need training on waste management, for example in the municipality.
- Planners, local officials and regulators – in best practice in coastal planning, zoning, CZM, EIA and regulation

1.3 What extra training is needed? What are the priorities?

- Government officials in Natural Resources and Tourism, , Lands, - at national and local levels- environmental education, and coastal management in general; land planning with regulation, zoning, CZM, other best practice . Many older and new hotels are ill sited relative to the beach and incur erosion problems. (Note extensive use of stone groynes to try to retain sand in Kinondoni - these cut off long shore drift and cause added erosion in other parts of the coast. some new construction is in erosion zone in pilot areas). Implementation of coastal planning is not effective and officials lack the expertise needed.
- On waste disposal, training is needed on how to separate waste making things from recycling (private sector); composting for communities; how to produce goods/products from waste; how to produce less rubbish, and reuse/reduce consumption (e.g. plastic bags)
- Private sector need to understand how their actions impact upon resources and the community; how they can act to reduce risk to their own interests, and how to gain access to best technologies and practices

1.4 What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- General awareness of EMS, risk management, how to benefit from good environmental management, green marketing, emerging certification standards and requirements from e.g. conference organizers, tour operators
- CZM and improved planning for coastal zones (module for professionals, regulators, officials.
- Best practice in water management
- Best practice in hotel design and energy management]
- How beaches work – BAP for beaches, blue flag, erosion, construction, beach management

2. Training Capacity

2.1 Current capacity to provide this training – or similar (e.g. institutions, local trainers)

- Golden Tulip already has ISO 14,000. Uses its own trainer through the hotel chain. Would be prepared to showcase achievements, including profitability of its EMS.
- White Sands is pursuing ISO 14000 through foreign consultant
- No training capacity evident in Tanzania. Could be developed via TOT program.

2.2 Training modules already available? (local, in region)

- Some waste management information available as part of Dar e Salaam University courses, and from materials supplied by TCMP (in past)



Bagamoyo Street

2.3 What training modules are still needed? (e.g. gaps or swot)

- University of Dar es Salaam (Institute of Resource Assessment) is interested in developing CZM and integrated coastal planning curriculum and modules, and is always ready to receive support to develop materials and on training etc. They may be dependent on partners to bring in some specialists in this area but have good biodiversity and resource experience. Existing courses could be introduced based on overseas modules, and then adapted with local information, and applied at a simple level.
- Cultural assets – restoration of older buildings and heritage structures.

- General awareness module needed for hoteliers and owners – short course on risk reduction and benefits associated with BAP/BAT.
- How beaches work – BAP for beaches, blue flag, erosion, construction, beach management

2.4 BAP/BAT – examples or potential on-site training and mentoring?

- Golden Tulip has own EMS including grey water system, energy savings and would be prepared to participate in EMS training and showcase own best practice.
- For a small hotel, Shamba Kilole on Mafia is a good practice model – with many environmentally sensitive features.

3. Specifics for Priority Training Areas

3.1 How much time would the training require? (days, weeks, months)

- Awareness for hoteliers – short course – 3 days in low season.
- For technicians in government, and some hotels short courses spread across a semester would be best. – covering e.g. waste management, best energy management, siting and facilities management, certification
- University of Dar es Salaam is prepared to custom design modules (see their Biodiversity course as a model) – covering from weeks to months as needed.

3.2 What budget and resources are needed? What co-financing do you have? What do you want to ‘spend’ your co-financing on (i.e. priorities)?

- University of Dar Es Salaam (IRA) has provided a tentative budget for full design, development and delivery of a course analogous to the one done on Biodiversity for several countries. The overall budget (from all sources) is \$175K US. (see Annex 3 for the letter delineating cost estimates)
- Tanzania Hotel Association and Tourism Consortium of Tanzania will cooperate and help to organise these courses. Hotels able to host short courses and can accommodate any size group, with good rates in low season.

4. Actions and Recommendations

4.1 Proposed actions and strategy – which approaches, events, modules, where and when?

- Approach IRA at UDSM to firm up estimate for integrated CZM course and to discuss partners and likely mix of funding sources (perhaps covering several East African countries).

- Develop a short, high impact course focused on risk management and benefits of EMS for hotel owners and managers. (No obvious host institution for this, but Tanzania Hotel Assoc, Tourism Confederation of Tanzania and Tanzania Tourism College all interested.
- General awareness module regarding EMS and hotels would also be useful for local officials in all three demonstration sites – and could possibly be integrated with the general awareness course for hoteliers.
- Because there are instances of EMS and ISO 14,000 in Tanzania, as well as sensitive hotel design, exchanges could be done of key staff – and some form of mentoring established.
- Approach to curriculum development needs to be collaborative – starting with a workshop of key stakeholders and potential providers – ensuring that the modules truly meet the needs.

4.2 Key challenges (Learning and sharing issues Information capture and processing issues, others)

- Financing
- Materials often academic, so need to translate and make practical and simple, particularly for communities who do not have much education.
- Training materials for hoteliers and senior government officials can be in English, but for broader use, Swahili will be essential – and trainers found who can deliver in Swahili.
- Since the private sector is not very interested in environmental issues in general it is not certain whether a certification program would receive interest, particularly from smaller properties. Larger ones, and those marketing internationally are generally aware of certification possibilities and some conference organizers and tour operators are asking for green credentials. It will be difficult to get to many of the smaller hoteliers and accommodation providers. Mobilization of the Hotel Association as an ally, and of some of the industry leaders as advocates will be strategic.

4.3 Logistics and Governance issues (level of support for priority areas, assumptions regarding host country inputs.

- Dar is the likely locus for training for all three demonstration sites for more formal courses.
- The tourism business community needs further incentives to become actively involved in environmental issues. There are a few potential leaders who may be able to help involve the others.

- Where there are environmental regulations they are normally not effectively enforced (except in Marine Park).
- EIAs are generally required but not really effective or enforced.

4.4 Who are the potential partners, and what are their roles and responsibilities

- Tourism Confederation of Tanzania, Tanzania Hotel Association, Local municipal governments, Ministry of Natural Resources and Tourism,



*Golden Tulip
Kinondoni*

Stakeholder	Roles	Responsibilities
Government:		
• National		
University of Dar es Salaam	Training institution	Can participate in module creation
National College of Tourism		Offer contribution to the creation of the training module
• Ministry of Natural Resource- and Tourism		Focal point for organization Establish partnerships
Municipal councils	Identifying key personnel involved in dealing with regulation of beach and of hotels and construction	
Private sector: Tanzania Hotel Assoc Tourism Confederation of Tanzania	Coordination	Can identify key hoteliers, owners, managers, investors and help arrange participation Help develop curriculum modules Host training sessions
Communities		
NGOs and media	(if funds available)	
NGOs	Could have staff that receive training and then give training to others.	
Donor agencies		
Focal point		

B. ECOTOURISM

Ecotourism in this context should be considered to include broad efforts to ensure that tourism is planned sustainably, benefits host communities, is sensitive to the beach and other fragile environments, and is done within the context of community development. It includes small business development, ecological experiences, sensitive construction of small scale accommodation, and fostering businesses which are compatible with sustainable tourism in the coast.

1 Training Needs

1.1 Current status of training re this issue (key areas such as ecotourism planning, development, conservation activities, community benefits). Who is currently already trained in the country?

- There is no specific program or policy aimed at ecotourism – but many small efforts to implement ecotourism locally.
- In Bagamoyo, there may be a range of potential ecotourism products which can be associated with the growth of coastal tourism. There is also a great need to help local residents, officials and those involved in tourism to understand how to best sustain the destination and its assets. Bagamoyo anticipates growth of hotel tourism which may be a catalyst for other forms of tourism in the community.
- In Kinondoni, most tourism is semi-urban and involves little that is ecotourism in the conventional use of the word. That said, there are opportunities to better involve the community in the conservation of key resources, developing some small businesses which may benefit from the hotel coastal tourism (providing foodstuffs, ecological experiences,) and ensuring sustainable management of coastal resources.
- In Mafia Island, tourism is relatively new, low impact, and involving primarily high end lodges in natural settings, most focused on the Marine Park and Chole Bay on the east coast of the island. The island has the potential to build on a currently good situation as a sustainable natural destination.
- There is a fairly low understanding among authorities on why the demonstrations sites are important for tourism and conservation with little training on what is here and about sustainable tourism, yet there seems to be an appetite for this information. The national government has taken the lead in the focus on sustainable coastal tourism development. An expert is being recruited in CZM for the south coast for a UNEP project similar to COAST.

1.2 Who needs training on this issue? (Specifics, numbers where possible – note different levels of training from officials to operators to guides, industry managers, workers local wardens etc)

- Officials – both in national ministries and locally – on the concept and value of sustainable tourism, how to manage coastal tourism, environmental issues associated with tourism development in coasts, reefs, mangroves. This is a common need in all 3 demonstration sites.
- Small entrepreneurs – who are now, involved in selling tourism related products to visitors – including ecotourism experiences, community tourism, potential enterprises linked to tourism. Need is basic tourism/ecotourism management, hospitality
- Local agriculturalists – in how to produce foods to standard for sale to hotels and restaurants (supply management, quality control, business management) - particularly for Bagamoyo, but also useful in the other sites.
- Community leaders and school teachers (i.e. around 20 in each site – could be more in districts of Kinondoni). This is general awareness of tourism and the environment – sustainable tourism, visitor management, how tourism can benefit the community
- Community members, Similar to the above for leaders, but short and simple – general awareness of tourism for those who use the coast, serve tourists, interact with visitors.

1.3 What extra training is needed? (what are the priorities)

- How communities can benefit from tourism (training for community members) changes, and get data on basic numbers.
- Small business management, value chain development: people need to know that there are opportunities in tourism outside having a hotel – best practice in small ecotourism enterprises, visitor management, obtaining and retaining benefits
- Training on how to produce food/materials locally, rather than importing them (e.g. local fishing and agriculture).
- Best practices in tourism, for tourism operators (which needs buy in from private sector (also related to guide training)

1.4 What are the specific subject areas (curriculum modules) where training is required?

1.5 For Bagamoyo

- Awareness of tourism and environment for leaders
- Awareness of tourism and environment for public, schools – then roll out more broadly as short course
- Awareness for tourists themselves – notably re garbage, general environmental sensitivity
- Small ecotourism management (how to create, run manage ecologically sound enterprise)
- Effective planning of coastal development (CZM, planning, enforcement of EIA, setbacks, design and waste systems etc – overall coastal ecological planning - see similar in EMS section.)

For Kinondoni

- Ecotourism management for small business (including mangrove tourism, supply chain, benefits for local community)
- Good public module on how beaches and protected areas need to be conserved and managed - general awareness
- Awareness of tourism and environment for leaders
- CZM to protect coast (improved methods of overall coast planning and management)

For Mafia Island

- Improved CZM planning and control
- Waste management
- General awareness for officials and Marine Park staff of issues such as carrying capacity for tourism / tourism and visitor management, sustainable tourism.
- Train local council on sustainable tourism (general awareness for 15 local district management teams) (best in Swahili)
- Guide training including exchanges for guides to places with best practice including visitor management

2. Training Capacity

2.1 Current capacity to provide this training – or similar (e.g. institutions, local trainers)

- Limited training available in past through Marine Parks
- Universities have provided some advice for specific projects but not training in these areas
- Some honorary rangers in Marine Park areas have some awareness training

2.2 Training modules already available? (local, in region)

- TCMP has provided some guide training and awareness – now focused on Bagamoyo. Needs reinforcement
- TCMP has produced some general sensitization for community to ecotourism and some material on how to mobilize community support for sustainable tourism (for leaders)

2.3 What training modules are still needed (key gaps)?

- Tailored awareness modules for both officials and local community on tourism, environment and visitor management etc
- Small ecotourism business management for current and potential entrepreneurs

2.4 BAP/BAT – examples or potential on-site training and mentoring?

- The lodges on Mafia are generally good examples of environmentally sound siting, sensitive design and environmentally sound management.
- Some local guides have training – but no TOT – could act as mentors

3. Specifics for Priority Training Areas

3.1 How much time would the training require? (days, weeks, months)

- For officials, awareness modules should be short – one to three days
- For locals, awareness should consist of short sessions – high impact and in Swahili - two hour sessions – could be 2-5 over several weeks. Issue is to get consistent attendance.
- For small business training – short course maximum one to two weeks, needs to be in off season.

3.2 What budget and resources are needed? What co-financing do you have? What do you want to spend your co-financing on (i.e. priorities)

- Awareness training can be done on site – in local facilities such as schools or municipal buildings
- For CZM module see estimate by UDSM (IRA) – Annex 3.
- No co-financing was identified. – Possible partnering with Marine Parks in each site and TCMP on some courses – particularly if in Bagamoyo.

4. Actions and Recommendations

4.1 Proposed actions and strategy – which approaches, events, modules, where and when?

- Modules need to be jointly developed via partner providers with some representation from local officials – to make them practical and to provide local context and translation - for awareness modules and for small ecotourism business module. Base courses will serve all three demonstration sites, but should be adapted slightly to use local examples and key on specific local issues.
- Guide training should be coordinated with Marine Parks and could also draw on guiding best practice from inland examples (note that Ecotourism Kenya is also active in Tanzania and has been recommended as a partner in this area for the Kenya work – it could also be a partner in Tanzania or be the means to help identify key Tanzanian ecotourism expertise)

4.2 Key challenges (Learning and sharing issues Information capture and processing issues, others)

- Generating interest – for awareness modules.
- Timing – need to be accessible to officials – in low season for both officials and any tourism enterprises
- Butressing expertise available in the demo sites. Some expertise has been trained or accessible in past but no longer available. It is difficult to find technical experts locally.
- In Mafia, local fishermen have been displaced from traditional inshore fishing grounds due to Park designation and don't have the equipment to get to areas further offshore - this is an issue – which might be solved by help with obtaining suitable boats. Cooperation is likely to be low without some resolution to this issue.

4.3 Logistics and Governance issues (level of support for priority areas, assumptions regarding host country inputs.

- There are many aid agencies with projects in coastal Tanzania (for Example UNEP is recruiting coastal planning specialist for project in South Tanzania and many aid

agencies also have current of potential programs. There is a need for a coastal tourism donors/regulators conference to help coordinate activities and share resources. Some earlier projects have ended but may still have training materials which can be used or build upon, providing they are not lost

- Levels of support are not yet clear as project is very new and partners have not yet been contacted



Mafia Island Lodge

4.4 Who are the potential partners, and what are their roles and responsibilities?

Stakeholder	Roles	Responsibilities
Government:		
<ul style="list-style-type: none"> National Natural Resources and Tourism 	Key coordinator	Focal Point
Private sector:	Hotel Association Tourism Confederation	
Communities		
NGOs and media	TCMP	
Donor agencies		
Focal point		

C. REEFS

1. Training Needs

1.1 Current status of training re this issue (key areas such as reef protection, awareness, conservation activities, community participation and benefits), visitor management. Who is currently already trained in the country? (people, institutions providing training)

- No-one is currently providing training on reef conservation management in Tanzania
- Reef conservation specialists are not available to the local authorities – one who was at UDSM has left Tanzania and there is no replacement.
- KICAMP did some pilot training on reef management – now over. Kinondoni municipality has the modules ; key KICAMP contact/organizer is now key contact on our project
- Dive training to PADI standards is available in Tanzania and certification held by most dive operators
- Marine Parks has some on-site courses – to train local villages in monitoring for reefs, some Marine Park staff have received courses.
- Marine Parks have training and TOT program for those who deal with the community – including boaters.
- MPRU staff have EIA, GIS training
- Some honorary rangers have some awareness training – in Marine Parks
- Mafia Now have a training program for young people – guiding via local NGO
- World Wildlife Fund (Tanzania) has some work on bycatch reduction and sea turtle protection

1.2 Who needs training on this issue? (Specifics, numbers where possible – note different levels of training from officials to operators to guides, industry, managers, workers local wardens etc)

- All stakeholders need training on their roles and responsibilities, and responsibilities of different stakeholders in reef conservation. There is a general lack of capacity to in reef conservation and management.
- Marine Parks – more specialized training for key staff – in monitoring systems, reef health, reef restoration, how to deal with stakeholders

- The local community, trained through schools or on-site workshops , on how their actions affect reefs, reef awareness, including issues of waste disposal, types of nets to use for fishing, and also alternative options/facilities for livelihoods. (could be integrated with ecotourism awareness in all three demonstration sites)
- Need to bring Marine Parks, local municipalities and specialists (may have to be imported) together in workshop format to develop suitable curriculum. Same curriculum can be basis for all three sites.
- Challenge to involve fishermen – especially to involve them in awareness. Issue may be what is incentive?

1.3 What extra training is needed? (What are the priorities?)

- Knowledge of the law. E.g. why fishermen /community members can use some resources in selected ways but not use other methods or capture other species.. What is protected, and what is not, and what is edible. Why protection. Need to link to fishing courses. (involve Fisheries authorities) Fishermen also need training on *alternative fishing techniques* too (e.g. there has been some dynamiting occurring)
- In the general awareness course - The *relationship* between what is happening in coastal zone (land and marine) and overall ecosystems and reef health. (including climate change trends) Keeping beaches healthy (litter, erosion etc). Information signs / safe bathing areas. Value of reefs, impact of activities. Information on the *environmental impact* of communities & tourism activities on reefs/ecology (e.g. use of mangroves for firewood)
- For community members awareness on *how to treat tourists*, and how they can benefit from tourism. General sustainable tourism module with visitor management component.
- *Best practice in reef protection.* – *For officials.* Including reef conservation management for Marine Parks and key Natural Resources and Tourism officials and local officials
- Training on *reef capacity* for number of diver operators. Relationship between numbers, type of diving, level of visitor management, education of visitors and controls. Also may have monitoring component for work jointly with Marine Parks (early warning system)

1.4 What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training

- Reef management, including broad best practice approaches, monitoring, marine zonation, buoying, visitor management, carrying capacity, mobilizing stakeholders. (May need to import expertise from e.g. Maldives, Thailand, etc) with training of East African counterpart a key element. (*Others can be drawn from above sections*)

2. Training Capacity

2.1 Current capacity to provide this training – or similar (e.g. institutions, local trainers)

- Capacity is primarily located in Dar es Salaam – which is accessible from all three demonstration sites (two hours from Bagamoyo, less than one hour from Kinondoni, but requires plane ride from Mafia). University of Dar es Salaam is most likely partner for any academic strengthening – in e.g. CZM, reef protection. Tanzania College of Tourism is also a potential partner for development and outreach of curriculum in e.g. ecotourism management, sustainable tourism awareness.
- Reef management and diving training can be provided by diving schools. Partnerships with the diving schools are needed – none now providing sustainable reef management/awareness courses.

2.2 Training modules already available? (local, in region)

- Kinondoni has modules used by earlier KICAMP project
- PADI courses already available
- Some of the marine parks have done local awareness and need to examine what is available and may be built upon.

2.3 What training modules are still needed (e.g., gaps/SWOT)

- PADI has materials already for diving courses
- Coastal Zone Management (see cost estimates for possible course at UDSM in Annex 3)
- UDSM expressed interest in developing practical courses via the IRA, similar to courses they are now running on Biodiversity. Existing modules could be introduced from overseas, and then adapted with local information, and applied at a simple level. There are some institutions (such as WTICOMPAS, UNESCO-IHE) and several commercial providers who already have coastal zone and marine protection training modules and could be candidates for involvement.

2.4 BAP/BAT – examples or potential on site training and mentoring?

None identified. Some successes in Marine Parks with awareness.

Capacity Building for Biodiversity course for the Albertine Rift countries for twenty early to mid-career professionals - at Masters Level. Could be operational model for a custom CZM course for East African professionals. (See estimate cost in annex 3) .

3. Specifics for Priority Training Areas

3.1 How much time would the training require? (days, weeks, months)

- 1 week basic PADI training for diverse; 1 week for advanced level diving.
- Tanzania was involved in Reef check in 2003 with participation in an international training course given in Kenya. Reef Check– training can be given in 4 days intensive training.. If you included employees from the department of environment, it could take 1 month of training (including diving training). This could be given to free divers who are fishing and can swim. . It is unclear whether Tanzania is still involved with Reef Check or whether the person(s) trained are still in key positions and available.
- See CZM for officials (in Ecotourism)
- General awareness courses need to be short, on site, and in Swahili (and likely also English for those who will deal directly with foreign tourists and for managers.

Note: One of the key issues is ensuring that those who receive training remain available so that their expertise can be applied

3.2 What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Marine Parks is a likely partner and has a training budget which may provide some funding for these courses
- Dive operators have equipment, but not scientifically based knowledge. Some dive operators can provide some support with equipment, and offering discounts for training.
- General facilitation funding would be needed e.g. for transport, food, in order to bring community members together for training. For Mafia, cost of transport to/from mainland needs to be included where courses are off the island or where experts need to travel to the island.
- Facilities for short and long training courses are available at UDSM and at the Tourism Training College. Local municipalities have some meeting rooms which could be used for short courses and local schools can also provide space.
- Local hotels have conference space and will likely provide favourable rates for short courses, particularly in low season.

4. Actions and Recommendations

4.1 Proposed actions and strategy – which approaches, events, modules, where and when?

- First priority is general public/guide awareness training short course
- For specialist courses, Marine Parks and other key institutes need to identify specific courses needed by their staff related to reef management, visitor management etc. As there is no specific course on reef management or specialist courses on specific components available in Tanzania (not found in other East African countries) there are some options; 1) develop such a course in collaboration with one of the coastal institutions in East Africa (bringing in the expertise for training of trainers – in the hope that a capacity can be established and retained) or selecting a few (2 or 3) persons with some environmental training and interest to be sent to an institution abroad for training, to return as a specialist.

4.2 Key challenges (Learning and sharing issues Information capture and processing issues, others)

- Financial support to pay for the training, which can be expensive.
- Need to work on a mechanism to institutionalise/retain training and knowledge in the destination. Those trained in past projects do not seem to stay.
- Motivating local participation. Key is work with local stakeholders organizations – this seems to be most advanced in Bagamoyo.
- There is a need for better communication and coordination. This is linked to general awareness – of what will most benefit the community in the long run.
- It will be challenging to bring the local communities together with experts in a suitable forum where interaction can lead to suitable and useful modules which truly address the local issues.

4.3 Logistics and Governance issues (level of support for priority areas, assumptions regarding host country inputs.

- While Marine Park areas have some management and capacity to control use, many other areas do not, and the monitoring and enforcement capacity is not strong.
- Enforcement remains an issue.
- Strong leadership from the National level will help in the organization and mobilization of key partners at the local demonstration site level.

4. **Who are the potential partners, and what are their roles and responsibilities?** Marine Parks, several local hotels who rely on diving and snorkelling, World Wildlife Fund, TCMP (particularly in Bagamoyo), selected Reef Guides (many PADI certified dive training sites on coast.)

Stakeholder	Roles	Responsibilities
Government: Natural Resources and Tourism	Focal point and coordinator	
•		
•		
• National		
Private sector: Tanzania Hotel Assoc.and Tourism Confederation of Tanzania	Can help contact hoteliers and other tourism sector enterprises	
Communities: Bagamoyo Mafia Kinondoni		
NGOs and media:		
Donor agencies		
Focal point		



Mafia Marine Park

Cholo Bay

Country Summary

Tanzania has little capacity in sustainable tourism training. While there are a number of interested individuals and institutions, most expertise and training in sustainable tourism comes from abroad, in the form of individuals who have taken courses in Europe or the Americas or participants in one-off courses from foreign agencies or companies. Sustainable tourism, including environmental management of hotel and resort properties, development and management of community based tourism, understanding of how coastal zones and coastal tourism works, of visitor management, preservation of key assets etc. are not widely understood.

As a consequence, the first priority is awareness – for all three project areas. There is a real need for awareness modules which cover

Opportunities to deliver any in integrated fashion e.g., sustainable tourism, public awareness, integrated destination planning etc. – for hoteliers, for officials, for communities, for tour operators and for guides, boatmen and the general public.

There is a need for integrated coastal zone management – and understanding of the range of tools which can be used to plan, manage, review and enforce better practices in the use of the coast.

This crosses all three areas – and is a prerequisite for success in making the coast more sustainable. Without an effective means to plan and manage the coast, there will be little incentive to build and manage hotels sensitively, to plan and manage low impact tourism in fragile reefs and mangroves, and to sustain the key assets on which future economic success is based.

Annexes

Annex 1: Interview summaries

REPORTS

Bagamoyo District Environment Committee

Daniel Nkondola - Project Demo Coordinator

Geography Dept, University of Dar es Salaam

Golden Tulip Hotel

Kinondoni Municipality

Mafia Island Workshop

Ms Maria Mmari Director of Tourism, Ministry of Natural Resources and Tourism

Marine Parks and Reserves Unit, Dar es Salaam

Meeting Report Sheet: National College of Tourism

Institute for Resource Assessment, University of Dar es Salaam

Tourism Confederation of Tanzania, Mr. Richard Regimbana, Director

Deleted:

Shamba Kilole Lodge

Mr. Jeremiah Daffa, Coordinator, Tanzania Coastal Management Programme (TCMP)

White Sands Hotel

Meeting Report Sheet: Bagamoyo Workshop

Date: ____21/4/2010 Location: DC Meeting Room, Bagamoyo

Attendees:

- Ally Issa Sumai, Chairperson Dunda
- Stephan Henerico, Chairperson Mwanaka
- Abubakar Mposo , Fisheries Officer,
- Mwinoki Nyakiboha, Fisheries Officer,
- Joseph J Msaki, Forest Officer,
- Freedom I. Nyerere, Secretary Batren,
- Mzamilu Madian, Town Planner
- Rachel Simon Mesaki,, Antiquities Officer,
- Sadick W. Matimbija, Chairperson - Batren
- Hashim Akida Mwaleu , Diwani Dunda
- Desdery Magige, Fisheries Officer,
- Mohamed Msellem, Fisheries Officer,
- Francis Kaengwa, Wildlife Officer,
- Ishaka Hudi, Chairperson Mwamozo,
- Hanifa Yahaya Rajabu, Chairperson i Manchesta
- Hajji Fuko Ramatakan, Chairperson Bank area
- Castory A.. Msimbe, Hotel Association of Tanzania, Bagamoyo Branch
- Michael Mlyambongo, District Land and Natural Resources Officer Bagamoyo
- Daniel Nkondola, Vice President's Office, Environment Division,
- Deograsias J. Mdamu, Ministry of Natural Resources and Tourism, Tourism Division

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs management, other)

- All. Overall issue of Bagamoyo and how to sustain the community and tourism

TRAINING NEEDS

- What is the current status of training on this issue? Who is already trained in the country? Very little training (some in tree planting for community). Key issue is how ban reef dynamiting and exploitive fishing

3. Who needs to be trained on this issue? (Specifics, numbers where possible, officials, industry, managers, workers etc)

- Tour guides
- Town managers
- Fisheries Officers
- Tour Guides
- Fisheries Attendants
- Everyone

4. What extra training is needed? What are the priorities?

- Locals – awareness (and skills to manage ecotourism businesses and sustaining tourism resource base)
- Hotels – specifically wastewater
- Locals on preservation of historic sites and conservation – basic awareness of historic value their roles and stakes

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Awareness of tourism and environment for leaders
- Awareness of tourism and environment for public, schools
- Awareness for tourists themselves – notably re garbage, general environmental sensitivity
- Small ecotourism management (how to create, run)
- Marketing for sustainability - packaging ecotourism
- how to involve community
- Coastal reef management (organization of community to protect)
- Best practice in creation and management of marine parks

TRAINING CAPACITY

- What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)
- University of Dar es Salaam through Institute of Resource Assessment and Geography department, Sokoine University of Agriculture are some. More specialized training can be sourced somewhere else

7. What training modules are already available? (local, in region)

- Forestry training in tree planting (need equipment)

8. What specific training modules are still needed? (i.e. gaps)

- Awareness package for local leaders.
- (see 5)

9. BAP/BAT – examples or potential for on-site training and mentoring?

- None identified

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (Days, weeks months)

Short and long courses

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

Not known a

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (Approaches, events, modules, where and when)

See 5.

13. What are the key challenges? (learning and sharing issues, information capture and processing)

Community is organized and willing to cooperate

14. Roles – community to participate – local leaders interested

15. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

- Community willing to help work on local curriculum for awareness.

16.. Other comments:

Community seems motivated and willing to become involved in training and project implementation.

Meeting Report Sheet: Bagamoyo Environment

Date 21 April, 2010 , Location: Bagamoyo, District Lands, Natural Resources and Environmental Officer, Bagamoyo District Council

Attendees: Mlyambongo M..C.

1. Subjects Covered:

- Involvement of locals
- EMS for local hotels
- Need for diversification of economy

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training) None noted
3. Who needs to be trained on this issue? (Specifics, numbers where possible, officials, industry, managers, workers etc)
 - Investors – general awareness – coast, environment, community
 - Environmental managers
 - Owners and managers of hotels
 - Local people_ in marine conservation, not to dynamite fish, not to throw trash, not to remove mangroves for charcoal
3. What extra training is needed? What are the priorities?
 - Hoteliers – EMS, beach management
 - Local officials and residents in general awareness/beach and tourist management
 - Tourists themselves – on how to behave
5. What are the specific subject areas (curriculum modules) where training is required? Local awareness module – leaders first, then community
 - For officials – best practice in managing tourists
 - EMS sensitization for hoteliers
 - Small tourism enterprises – basic management – how to run ecotourism enterprise and how to benefit community

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training) None noted

7. What training modules are already available? (Local, in region)

- Some training in village forestry
- Small business – done by TCMP – training may have ended in skills to get them off inshore fishery
- New project under World Bank – Marine Coastal Environment Management Program – focused on beach areas. Has capital component but very little training.
- Diversification project for villages – small project as part of anti-poverty program (not known who is funding the program)

8. What specific training modules are still needed? (i.e. gaps)

- General awareness
- Small ecotourism business

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Some community participation schemes were done under TCMIP

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (Days, weeks months)

- Short modules best

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)? Not discussed

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when) Not discussed

13. What are the key challenges? (Learning and sharing issues, information capture and processing)

- Key challenge is to get locals to have a sense of ownership of the beach, the community and the resources. – They need to know that it is theirs and that they have rights.

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs) Not known

15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

- Village executive committees (environmental committees) are first line.

16 Roles in training: Not discussed

17. Other comments:

- None –deferred to upcoming community meeting (see Bagamoyo community meeting sheet)

Meeting Report Sheet: Daniel Nkondola, Project Demo coordinator

Date: ____19/4____ Location: Dar es Salaam _____

Attendees: Daniel Nkondola, Project Demo coordinator

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs management, other) Current status of COAT project, (no money disbursed yet, therefore no implementation) and organization of mission. Initial meeting to organize sessions and logistics

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (People, institutions providing training)

- No specific training needs defined relative to project implementation or staff as not yet operational.

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- Discussed range of possible training at all levels – both for national and site specific needs

4. What extra training is needed? What are the priorities?

- Key seems to initially get community on side and some Officials

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Awareness first

12. Other comments:

- initial meeting to organize mission.

Meeting Report Sheet: Geography Dept University of Dar es Salaam

Date: ____20/4____ Location ____Dar e Salaam

Attendees Dr Festo Ndumbaro, Geography Dept University of Dar es Salaam

Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)

- Interest and willingness of his department in coastal training
- Main focus of department is academic and research.
- Limited involvement in outreach. (One professopr is doing some work for WWF)
- Could develop new curricula if there was enough interest – would have to build into future departmental plans.
- No current Planning/CZM work

He agreed to see if any staff members were doing research which might be of use in creating an integrated coastal zone curriculum or for public information and has provided two CVs of staff involved in coastal development and EIA. One graduate student is also involved directly in a study of tourism in the coast: under the supervision of Dr Ndumbaro (Abdalall A. Ali (2009) 'On impact of Tourism Development on the Livelihoods and Environment in the Eastern Coast of Unguja, Tanzania Zanzibar, University of Dar es Salaam). A staff member, Godwin Adiel Lema is directly focused on EIA and has coastal experience.

Meeting Report Sheet: Golden Tulip Hotel

Date: ___20 Apr_____ Location: Kinondoni

Attendees Puneet Bhambi, GM Golden Tulip Hotel

1. Subjects covered: EMS, certification,

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- Hotel does own training for employees at all levels. Chain standard is to integrate green concepts into training.
- Hotel makes financial gains due to grey water system – reduced water costs

3. Who needs to be trained on this issue? (Specifics, numbers where possible, officials, industry, managers, workers etc)

- All employees – as part of company policy

4. What extra training is needed? What are the priorities?

- Best practice, how to save \$ by being green, new technologies, carbon credits

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- General management module on green practice and benefits (short)
- Green retrofit, green construction – maybe for new builds(they built grey water system into theirs when first constructed)

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training) none local

7. What training modules are already available? (local, in region) none known

8. What specific training modules are still needed? (i.e. gaps) see 5 above

- Benefits of sustainable tourism (\$, risk reduction)

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Can showcase Golden Tulip successes

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Short
- Low season best (Jan-Feb in Dar)

11. What budget and resources are needed? What co-financing do you have?

- Hotels can be asked for rebated rates as part of their contribution towards meeting this goal.

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

- Green certification would help when attracting conferences.

13. What are the key challenges? (learning and sharing issues, information capture and processing)

- No local capacity to get EMS expertise
- Lack local design capacity for new tech – cannot source best technology locally or get it serviced – e.g. new solar water, next generation panels

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14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs) Not discussed

15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

- Golden Tulip prepared to showcase results re water systems and environmental practices
- Hotel Assoc (has 50 hotels – only about 6 on coast) could be good partner.
- Also could approach Tanzania Investment Corp to get to new investors early.

Meeting Report Sheet: Institute of Resource Assessment (IRA) UDSM

Date: _____ Apr 21 _____ Location _____ Dar es Salaam _____

Attendees : Prof. Pius Yanda, Director Institute of Resource Assessment, U o f Dar es Salaam

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reef management, other)

- Capacity and interest in developing courses in eg, CZM/coastal planning.for managers

TRAINING NEEDS

2. What is the current status of training on this issue? Who is/are already trained in the country? (People, institutions providing training)

- Currently have some environment courses including natural resource assessment and resource management. Now running some short courses in climate change

3. Who needs to be trained on this issue? (Specifics, numbers where possible, officials, industry, managers, workers etc)

- Do some courses for managers

4. What extra training is needed? What are the priorities? Not discussed

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Could provide courses in integrated CZM, governance and regulation etc. Are doing same for programs on biodiversity

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

- Institute now developing and delivering similar –short focused courses for professionals and has most skills available across faculties. Interested in working with COAST to develop custom courses or modules. Has practical workshop approach capability. For short courses, he can authorize; for longer additions to curriculum it would take university approval.

7. What training modules are already available? (local, in region)

- Biodiversity training – 7week practical course for east African professionals is a good model – with on site practicums

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Would be tailored to needs

COAST training needs analysis: Tanzania

Tourisk Inc. June 2010

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Costings are course specific – if we provide letter requesting a specific course with numbers and length, they would provide a quote..
- Unwilling to provide general costings without details- have supplied a sample estimate for a potential CZM course (see initial estimate in annex C) .

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (Approaches, events, modules, where and when)

13. What are the key challenges? (Learning and sharing issues, information capture and processing)

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

15. Who are the potential partners and what are their roles and responsibilities (and see next sheet)

- Excellent potential partner to lead development of a practical CZM course

Meeting Report Sheet: Kinondoni Municipality

Date: _____ 19 April _____ Location _____ Kinondoni

Attendees: Ms. Grace Komba - Programme Officer.

Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other) all, certification not in place, all is very new

TRAINING NEEDS

1. What is the current status of training on this issue? Who is already trained in the country? (People, institutions providing training)
 - None known re hotels, ecotourism
 - KICAMP did some pilot training on reef management – now over. She has the modules as she was key contact/organizer
 - Some training done on waste management – now also finished
2. Who needs to be trained on this issue? (Specifics, numbers where possible, officials, industry, managers, workers etc)
 - Staff : Ecolabelling. Certification, EMS methods (need likely very introductory)
 - Managers (hotels, other) sensitization and awareness
 - Locals: how to design and manage small /ecotourism enterprises (have about 115 people who should get this via councils etc)
3. What extra training is needed? What are the priorities?
 - Sensitization for officials to tourism/environment
 - Reef guidelines and mgt (had some from KICAMP) and Swedish Aid help but no-one who got that training is left and project is over
4. What are the specific subject areas (curriculum modules) where training is required? Ecotourism management for small business (including mangrove tourism)
 - EMS basics for hoteliers and officials
 - Reef management expertise (U of Dar had foreign expert but he left and they no longer have access – train reef specialist)
 - Good public module on how beaches and protected areas need to be conserved and managed

TRAINING CAPACITY

5. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

- No access to key expertise – not available locally
- Can get some specialists from universities on e/g/ EIA or waste management on for specific advice (not normally for training)

7. What training modules are already available? (local, in region)

- None known – but one hotel is doing recycling

8. What specific training modules are still needed? (i.e. gaps)

- For staff: EIA, EMS, Environmental Audit etc – to fill gaps,

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Golden Tulip – notably for waste management.
- Coco Beach and Uenio |Hotels also doing quite well.

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (Days, weeks months)

- Generally short courses but could make staff available for up to one month for specific courses

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Has limited training budget – needs resourcing

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

13. What are the key challenges? (learning and sharing issues, information capture and

- Funding

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

- Work under Environment Act – has some oversight function
- Could work with Local Environment Committees to do outreach, training

15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

- Kinondoni Municipality can provide organization
- Environment Ministry should provide funding and logistics
- Local executives can organize at community level

16. Other comments:

Very early in process and projects have not been defined. Awareness seems to be most current need to empower greater participation.

Meeting Report Sheet: Mafia Island Workshop

Date: April 23 2010

Location: Kilindoni Mafia Island

Attendees: Joachim Henjewele, Land Natural Resources and Environment Officer; Anthony G. Melele, Principal Marine Conservation and Warden working with Mafia Marine Park;

Moshi I. Saulco, District Community Development Office; Liberatus Mokoki WHASCOS (NGO) member and tour guide; Waziri S Mkumbwa District Forest Officer (organizer)

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other) Hotel certification, Benefits of EMS and certification

- Focus on reef protection (dynamiting) – particularly outside the Marine Park, water shortages, approval of construction

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- Now have a training program for young people – guiding via local NGO
- Marine Parks has some on-site courses – to train local villages in monitoring for reefs
- 26 local guides (8 have training)

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- Selected employees of the Marine Park
- Environmental training for tour guides (up to 2 weeks possible)

4. What extra training is needed? What are the priorities?

- Need language training for guide
- Guides – in environment and visitor management
- Beach management unit in place with some training but needs more on sustainable resource use, systematic monitoring, benefits of best practice

5. What are the specific subject areas (curriculum modules) where training is required?

- Public outreach – how to do it best
- Improved CZM planning and control
- Waste management

- Carrying capacity for tourism / tourism and visitor management
- Exchanges for guides to places with best practice – and return as trainer
- Train local council on sustainable tourism (general awareness for 15 local district management teams) (best in Swahili)
- Train locals in general sustainable tourism awareness (in Swahili)
- Tourism management and visitor management for Marine parks personnel

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

- Little now – not much capacity on island

7. What training modules are already available? (local, in region)

8. What specific training modules are still needed? (i.e. gaps)

- See 4 above)

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Some local lodges are ecologically planned and managed

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Short courses are better but selected Park personnel can be available for longer courses away from Mafia.

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Park has training budget – limited.

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

- Community Development coordinator can take lead in local training coordination - via local steering team.

13. What are the key challenges? (learning and sharing issues, information capture and processing)

- Mafia is small. There is little capacity on island. Challenge to train trainers who are local and who are likely to stay and train others.

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

- Problem of local involvement – need to keep it local and meaningful.

15. Who are the potential partners, and what are their roles and responsibilities

- Marine Park can be strong partner – particularly re reefs and beaches

16. Other comments:

- Mafia is a new destination and so far, development has been reasonably sensitive. There is an opportunity to involve the community and the existing (ecologically focused) lodges in work to ensure that Mafia is developed in a sensitive and sustainable manner.

Meeting Report Sheet: Maria Mmari Tourism

Date April 23 Location; Dar es Salaam

Attendees: Ms Maria Mmari, Director, Tourism Division, Ministry Natural Resource and Tourism

1. Subjects covered: Benefits of EMS and certification

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- Have a foreign expert working in the ministry on ecotourism – initial stage

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- Hotel owners and managers
- General public on ecotourism

4. What extra training is needed? What are the priorities?

- Hoteliers – on EMS benefits
- Guides re ecology, parks, visitor management, environment protection, coastal ecosystems

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Sensitization first – for hoteliers
- Inspection and certification methods
- Investors – via Tanzania Investment Centre (get to investors early) and provide guidelines for new builds and coastal zone management
- C ZM – needed widely for officials,

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

None now

7. What training modules are already available? (local, in region) None now

8. What specific training modules are still needed? (i.e. gaps)

- See 4 above

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Golden Tulip

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Short modules work best

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Not discussed

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when) Not discussed

13. What are the key challenges? (Learning and sharing issues, information capture and processing) Getting buy in from hotel community

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs) Not discussed

15. Who are the potential partners, and what are their roles and responsibilities

- Tourism prepared to be participant. Also work with Ministry of Lands and Human Settlements as well as Ministry of Regional Administration and Local Governmetn
- New coastal planning package needed for officials – including awareness of laws
- Can help identify key partners

Meeting Report Sheet: Marine Park Unit, Dar es Salaam

Date: _ 19/4/2010_____ Location: Marine Park Unit Dar es Salaam

Attendees: __Dr. Abdalla_Chande , Manager and 4 Staff (Daniel, did you get the names here?)

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other) all areas – focus on marine

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- Have training and TOT program for those who deal with the community.
- MPRU staff have EIA, GIS training
- Some honorary rangers have some awareness training

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- TOT for local community guides including tour operators, ecotourism, basic sustainable tourism ideas
- Small business: How to develop pro-poor tourism and ecotourism , ecotourism business planning
- EMS – hoteliers, MP staff also interested

4. What extra training is needed? What are the priorities?

- TOT

Training in monitoring methods (better analysis and statistics/modelling)

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issue, officials to address in this training)

- Standardized monitoring methods
- How mobilize community for monitoring early warning
- Ecotourism sensitivity for local community (incl reefs and beaches)
- Pro-poor tourism approaches for coast
- Basic business management for small tourism/ecotourism enterprises
- How to benefit from sound ecotourism

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

7. What training modules are already available? (local, in region)

None noted – short sessions preferred (own staff can take more time)

8. What specific training modules are still needed? (i.e. gaps)

- Ecotourism business – planning management execution (incl alternative livelihoods)
- Visitor management

9. BAP/BAT – examples or potential for on-site training and mentoring?

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

Short courses for locals (see 5 above)

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

Not known – could partner with some budget

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (Approaches, events, modules, where and when)

Basic awareness, small business mgt for ecotourism – for communities and those doing business in fragile ecosystems

13. What are the key challenges? (learning and sharing issues, information capture and processing)

Funding - initial estimate of 45K for creating and rolling out community training module – with ecotourism, biodiversity, how to gain financially

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

- Ministry of Planning, tourism operators and hotels, marine protected areas, WWF, UNDP, AWF..who?)
- National College of Tourism

Meeting Report Sheet: National College of Tourism

Date April 19 2010

Location: Dar es Salaam

Attendees: Ms Agnes Mziray (Chief Executive), Eunice Ulomi. Aldo Mdule, William Chiza,. Kartina B. Hagwet

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- Training availability and interest

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Ecotourism, EMS – could add to curriculum

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

- No specific training in these areas now

7. What training modules are already available? (local, in region)

- None - a little on planning in one course

8. What specific training modules are still needed? (i.e. gaps)

- Short seminars on EMS – could be done in different locations in partnership
- Outreach capability - suggest workshop to jointly develop modules with other institutions and then each can use/deliver

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Golden Tulip mentioned as good example

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Keep it short

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Could provide costs upon request for specific modules. Willing to cooperate and has some community outreach experience

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

- EMS course as part of overall hotel management offering
- Workshop on awareness module development jointly with NCT, U of Dar es Salaam, hoteliers on EMS , also possible ecotourism module

13. What are the key challenges? (Learning and sharing issues, information capture and processing)

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

15. Who are the potential partners and what are their roles and responsibilities (and see next sheet)

16 Roles in training

- Willing to participate in consortium to develop modules

17. Other comments:

Meeting Report Sheet: Tourism Confederation - Richard Regimbana

Date: ____/19/4____ Location____Dar

Attendees: Tourism Confederation of Tanzania

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)

Hotels, agents, guides

- Tourism for poverty reduction
- Hotel EMS

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- No certification yet in Tanzania

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

4. What extra training is needed? What are the priorities?

- Awareness for hotel owners and managers
- EMS capacity building

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Risk management for hotels – via EMS, sustainability
- Waste management BAP
- How beaches work – BAP for beaches, blue flag, erosion, construction, beach management
- BAP for involving communities (local community organization and awareness) for hoteliers, local organizers, community leaders
- Community awareness (sustainable tourism/beaches/ecosystems)
- Mangrove tourism

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

- Ministry has one expert from France working on certification.

7. What training modules are already available? (Local, in region)

- Normal hotel management – but no sustainability elements

8. What specific training modules are still needed? (i.e. gaps)

- See 5 above

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Golden Tulip is best model on coast re energy, water, design.

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Courses need to be very short and practical for managers. 1-3 days

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

- Best approach would be to parallel Kenya – with same certification. Kenya is now ahead. Ideally all 5 East African countries would share same
- Need program fo target fishermen- stop dynamiting reefs

13. What are the key challenges? (learning and sharing issues, information capture and processing)

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

- Tanzania Hotel Assoc will work with program – in kind resourcing possible

15. Who are the potential partners, and what are their roles and responsibilities?

Could help organize and mobilize members

16. Other comments:

Meeting Report Sheet: Shamba Kilole <http://www.shambakilolelodge.com/home/index.html>

Date: _____ 24/4 _____ Location_: Mafia

Attendees: Marco Stiantoni Manager Shamba Kilole

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)

- NAWC, EMS certification, EIA, access to good solar, grey water technologies
- He is already working on using solar, grey water tech, biomass tech??
- Working on ecological certification (NUWC Keyport ISO 14001)
- Trying to develop local procurement

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country?
(People, institutions providing training)

- Some training of Marine Park staff
- Some guides (e.g. Shamba ecotours are trained in turtle management)

3. Who needs to be trained on this issue? (Specifics, numbers where possible, officials, industry, managers, workers etc)

4. What extra training is needed? What are the priorities?

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Need more enforcement of Marine Park – make it real
- Beat available tech for renewable energy
- Access to new tech

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

- Lodge can be good example – prepared to cooperate in training – showcase some achievements
- Marketing – package Safari with diving? – coastal sea and safari
- Has heard of new project proposed for south – involving EMS. Status? (check with Tourism Tanzania)

7. What training modules are already available? (Local, in region)

None known

8. What specific training modules are still needed? (i.e. gaps)

See 5 above

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Shamba Kilole could be used as model for small property

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (Approaches, events, modules, where and when)

13. What are the key challenges? (learning and sharing issues, information capture and processing)

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

15. Who are the potential partners, and what are their roles and responsibilities (and see next sheet)

This property could be used as BAP example:

Meeting Report Sheet: TCMP

Date 22/4 Location: Bagamoyo

Attendees: J. Daffa, Director TCMP, Jaime Maenge Deputy Director Spatial Planning and Conservation; L. Mazige, Manager Resilience and Economic Growth, Juma Dyegula PHE Coordinator; Nkema Wilbard, Resilience and Economic Growth Officer (MDE coordinator) Alieth Muchina, Spatial Planning and Conservation Field Officer

1. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)

- EMS, waste management, Ecotourism and Job creation - TCMP now Bagamoyo focus

TRAINING NEEDS

2. What is the current status of training on this issue? Who is already trained in the country? (people, institutions providing training)

- None now

Was some guide training

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- Range of community

4. What extra training is needed? What are the priorities?

- Ecotourism – awareness module and how to run ecotourism business
- How to facilitate new ecotourism operations

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Solid waste management
- Liquid waste management
- Reef management training for tourist guides (discussed also how to get to tourists – e.g. Cuba WWF model where video presented to incoming charters)
- Guides (build on TCMP work)

- General sensitization for community to ecotourism (TCMP has some material)
- How to mobilize community support for sustainable tourism (for leaders)

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

Very limited – has been one off

7. What training modules are already available? (local, in region)

- TCMP has done inventory of tourist attractions (assets) for Bagamoyo
- TCMP has done an ecotourism plan for Bagamoyo initially working with three pilot villages – with some input from hotels
- Some training for local guides – needed again now

8. What specific training modules are still needed? (i.e. gaps)

- Professional – coastal guiding
- Entrepreneurship for small ecotourism operators/ visitor management

9. BAP/BAT – examples or potential for on-site training and mentoring?

- Some good guides on site and hotels can help.
- Need coastal image/marketing model???

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Short courses for community and guides
- Focused workshops on key issues with community
- Marketing and positioning – full course?

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Not determined

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

- See 5 above

13. What are the key challenges? (learning and sharing issues, information capture and processing)

- How to contact and effectively involve hotels and communities
- How to get local communities to share in management of reef areas

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

- Need funding for all areas

15. Who are the potential partners, and what are their roles and responsibilities

- TCMP can be good partner – particularly in Bagamoyo where it now has its focus.
- Note that BATREN Tour Guidance Group has organized as local enterprise and may be good model – now doing community involvement with TCMP support but still lacks key training in e.g marine tourism, small business, marketing etc

16 Roles in training

17. Other comments:

Good potential partner in training – particularly for Bagamoyo

Meeting Report Sheet: White Sands Hotel

Date: 20 April

Location: Kinondoni

Attendees: Alwyn Kellerman Manager

4. Subjects covered: (e.g. EMS, certification, poverty reduction, ecotourism, reefs, other)
Hotel certification, Benefits of EMS and certification

- Hotel EMS and certification

TRAINING NEEDS

5. What is the current status of training on this issue? Who is already trained in the country?
(people, institutions providing training)

- Has health and safety training for employees

3. Who needs to be trained on this issue? (specifics, numbers where possible, officials, industry, managers, workers etc)

- Managers – both owners and contract managers – keep it visual and show them examples. For lower managers will need to be in Swahili

4. What extra training is needed? What are the priorities?

- Operations managers and assistants – in EMS

5. What are the specific subject areas (curriculum modules) where training is required? (List about 3-5 priority issues to address in this training)

- Train local residents not to dump garbage on beach – basic beach management
- Need local capacity to provide ISO 14K and to do certification
- Need training for local farmers in how to supply foods – basic agricultural supply so they can procure locally.

TRAINING CAPACITY

6. What is the current capacity to provide this training or similar (e.g. institutions, local trainers providing training)

7. What training modules are already available? (local, in region) None

8. What specific training modules are still needed? (i.e. gaps)

- Water management – for general management and operations managers – short course 1-3 days

9. BAP/BAT – examples or potential for on-site training and mentoring?

SPECIFICS FOR PRIORITY TRAINING AREAS

10. How much time would the training take? (days, weeks months)

- Keep it short

11. What budget and resources are needed? What co-financing do you have? What do you want to 'spend' your co-financing on (i.e. priorities)?

- Has small training budget

ACTIONS AND RECOMMENDATIONS

12. What are the proposed priority actions and strategy for implementation? (approaches, events, modules, where and when)

13. What are the key challenges? (learning and sharing issues, information capture and processing)

- Cannot procure locally – expertise or equipment

14. What are the logistics and governance issues ((level of support for priority areas, assumptions regarding host country inputs)

15. Who are the potential partners, and what are their roles and responsibilities

Push from tour operators to get green properties

Can influence guides for tours from hotel

17. Other comments:

- Beach is extensively protected by groynes – aerial view shows that flow of sand has been cut off from nearby sources – for several miles along Bay. :

Annex 2: Documents

Spenceley, Dr Anna and Zachary Rozga, IFC Tourism Training Network
Market Research Report, Report to the Global Business School Network, International Finance
Corporation December 2007.

START (Global Change System for Analysis Research and Training), Institute for Resource
Assessment (University of Dar es Salaam), and MacArthur Foundation . 2009, Capacity Building for
Biodiversity; Conservation on the Albertine Rift.

UNITED NATIONS ENVIRONMENT PROGRAMME GLOBAL ENVIRONMENT FACILITY
PROJECT DOCUMENT: COAST Program (see website: [http://coast.iwlearn.org/project-documents-
reports/coastal-tourism-project-documents/coastal-tourism-project-document](http://coast.iwlearn.org/project-documents-reports/coastal-tourism-project-documents/coastal-tourism-project-document))

Annex 3: Proposal for CZM course from UDSM

Budget for the 7 Weeks Course on Integrated Coastal Zone management

Activities	Amount (US\$)
Activity 1: Curriculum Development	
Personnel cost	20,000
Material production	3,000
Stakeholders workshop	6,000
Sub-total	29,000
Activity 2: Conduct training	
Personnel cost	40,000
Training costs	37,000
Participant costs (lunch and travel) @ US\$ 30 per day	45,000
Sub-total	122,000
Activity 3: Field Excursion	
Personnel cost	6,000
Participant costs (lunch and travel) @ US\$ 30 per day	6,000
Sub-total	12,000
Activity 4: Report writing and course evaluation	
Personnel cost	3,000
Costs for report production	1,000
Sub-total	4,000
GRAND TOTAL	167,000

Note: this is a tentative estimate based on initial discussions and would likely change as details are elaborated. It is based on the model used for the course in capacity building for Biodiversity by the Institute of Resource Assessment at U of Dar es Salaam.

Contact Prof. Pius Yanda, IRA

Back cover picture: White Sands Kinondoni. E. Manning Photo

