

**Intergovernmental Science-Policy
Platform on Biodiversity and
Ecosystem Services**Distr.: General
3 November 2014

Original: English

**Plenary of the Intergovernmental Science-Policy
Platform on Biodiversity and Ecosystem Services
Third session**

Bonn, Germany, 12–17 January 2015

Item 5 (a) of the provisional agenda*

**Initial work programme of the Platform: task
forces on capacity-building, knowledge and data
(including data and management plan/system) and
indigenous and local knowledge systems****Outcome of the task force on capacity-building (deliverables
1 (a) and 1 (b))****Note by the secretariat****I. Introduction**

1. In decision IPBES-2/5, the Plenary of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services established a task force on capacity-building for the period 2014–2018. Terms of reference for the task force were set out in annex II to the decision. The primary purpose of the task force is the implementation of deliverables 1 (a) and (b) of the programme of work for the period 2014–2018 in such a manner that they support that of the whole work programme. Deliverable 1 (a) relates to the matching of priority capacity-building needs to implement the Platform work programme with resources through catalysing financial and in-kind support, and deliverable 1 (b) to the development of capacities needed to implement the Platform work programme; further detail is provided in annex I to decision IPBES-2/5. Additional information on the membership of the task force is set out in document IPBES/3/INF/1.

2. The offer by the Government of Norway to provide a technical support unit for the task force at the Norwegian Environment Agency in Trondheim was welcomed by the Plenary and accepted by the Bureau. An interim arrangement was put in place pending the now finalized recruitment of staff in the technical support unit. The meetings of the task force have been supported by the Governments of Brazil and Norway, the Norwegian Environment Agency, and the State of São Paulo Research Foundation. The work of the task force has also been supported by the United Nations Environment Programme World Conservation Monitoring Centre (UNEP-WCMC), under a contract arrangement with the Norwegian Environment Agency.

3. In order to advance its work, the task force met twice in 2014. The first meeting, which was hosted by the Norwegian Environment Agency, was held in Trondheim, Norway, from 21 to 23 May 2014. The second meeting, which was hosted by the State of São Paulo Research Foundation, was held in São Paulo, Brazil, from 17 to 19 September 2014. In addition, some members of the task force met with a group of experts from a range of interests and sectors to discuss how a

* IPBES/3/1.

matchmaking facility could be developed. That meeting, known as the “São Paulo Dialogue”, was held in São Paulo on 15 and 16 September 2014 and was also hosted by the State of São Paulo Research Foundation. The task force also worked intersessionally.

4. In carrying out its responsibilities, the task force reviewed its terms of reference and decided to organize its work through four interrelated tasks, specifically: identifying and prioritizing capacity-building needs; partnerships, exchange and training programmes; increasing access to technical and financial resources; and building and enabling networks to address capacity-building needs. The interrelated approach set out below is aimed at ensuring an effective integration of capacity-building into each of the work programme deliverables.

II. Proposed priority capacity-building needs

5. In terms of the resolution on the functions, operating principles and institutional arrangements of the Platform (UNEP/IPBES.MI/2/9, annex I), its mandated functions shall include prioritizing key capacity-building needs to improve the science-policy interface at appropriate levels, and then providing and calling for financial and other support for the highest priority needs related directly to its activities, as decided by the Plenary. In order, therefore, to ensure that it is focusing its attention in the right areas, the task force on capacity-building has developed a proposed list of priority capacity-building needs, as presented in annex I to the present note for consideration by the Plenary. The list provides an initial approach as to how to match the highest priority capacity-building needs received with sources of support.

6. The development of the list draws on work undertaken in the lead-up to the first session of the Plenary. Here, member States and stakeholders were invited to make submissions on capacity-building needs and possible mechanisms for addressing those needs. A synthesis of the submissions received was set out in information document IPBES/1/INF/10. Subsequently, at an informal consultation on the Platform and capacity-building convened by the Chair of the Platform in Kuala Lumpur from 4 to 6 November 2013, the synthesis of capacity-building needs was further reviewed, and transmitted to the Plenary at its second session (see IPBES/2/INF/13).

7. At the first meeting of the task force on capacity-building, consideration was given to this list of identified capacity-building needs. In reviewing this list the task force developed a set of criteria and assessed the identified needs against this set of criteria to help ensure that the final list of needs was consistent with the work programme and other concerns expressed by Governments and other stakeholders during Platform-related discussions. These criteria are presented in annex 1.

8. The draft list and criteria were then circulated to Platform members and other stakeholders for review, and the comments received were compiled by the secretariat and the technical support unit for the task force.

9. At its second meeting, the task force reviewed the draft list in the light of comments received, also taking account of discussions at the São Paulo meeting convened by the task force to consider development of a matchmaking facility (see IPBES/3/INF/1). The list presented here takes account of these inputs, and has also been reworded to ensure consistency of language and to remove any redundant terms. In compiling the revised list, consideration was also given to ensuring that the proposed activities could all be directly addressed by capacity-building actions consistent with the work programme.

10. During the São Paulo meeting it also became apparent that more clarity was needed on the sorts of activities that would be supported by the Platform trust fund, and that it would be supported through the proposed matchmaking facility. Discussion during both the São Paulo Dialogue and the subsequent meeting of the task force suggested the following approach to priorities and sources of support.

11. It is expected that, as part of the work on many other deliverables in the work programme, capacity-building needs will be identified. This will help in adding more focus in addressing the priority capacity-building needs. For example, capacity-building needs might be identified in scoping or carrying out assessments, or in planning the development of policy-support tools and methodologies. The guide on assessments (see IPBES/3/INF/4) contains further indicators relating to identifying and communicating capacity-building needs, and the task force on capacity-building will also consider this issue with the other two task forces when they meet concurrently in April 2015. The task force will also be considering possible approaches to national self-assessment, identified as being among its responsibilities in its terms of reference.

III. Proposed programme on fellowship, exchange and training

12. At its second session, the Plenary requested the task force to develop a proposed programme of fellowship, exchange and training programmes for consideration by the Plenary at its third session. The task force has considered this issue at both of its meetings, and task force members and the technical support unit have also worked intersessionally to complete the proposal. It should be noted that the proposal is initially to pilot approaches in 2015 and then to adjust the implementation from 2016 onwards in the light of experience.

13. The basis for all capacity development activities are the priority capacity-building needs as decided by the Plenary. The activities in the programme for fellowships, exchanges, secondments, mentoring and training are therefore directed at addressing the list of prioritized needs while also supporting implementation of the programme of work. The proposed programme is ambitious, and will require substantial technical support for coordination, oversight, reporting and review.

14. At total of \$908,750 is available from the Platform trust fund for the period 2014–2015 for capacity-building activities included under deliverables 1 (a) and 1 (b), so it is assumed that the costs for this period will be entirely covered from the trust fund, noting that this figure will need to cover other costs in addition to this programme. It is envisaged that the Platform will have the capacity to absorb a significant and incremental scaling-up of the implementation of the programme in subsequent years. It is unlikely that such scaling-up can be borne by the trust fund, even though agreement has yet to be reached on the budget for the Platform for that period. It is therefore envisaged that priority activities can be supported from the trust fund, and that additional resources will be sought through the matchmaking facility, the capacity-building forum, or through sponsorship. It is also suggested that a call be made to Members and other relevant stakeholders for financial and in-kind support for the implementation of the programme.

15. The proposed programme is set out in annex II for consideration by the Plenary. The programme will not only include fellowships, staff exchanges and training, but it will also promote secondments and mentoring approaches. These will have varying target groups and durations, and foster substantial South-South cooperation in addition to North-South and triangular cooperation. Other approaches may be added in the future, including scholarships.

16. Following guidance by the Plenary, the task force and its technical support unit envisage starting the implementation of the programme, working closely with all relevant expert groups and task forces established by the Plenary, and also with the secretariat. The task force has already been discussing pilot projects with the expert groups carrying out the thematic and methodological assessments due for completion in 2015 (see IPBES/3/INF/1). The intention is to implement the programme in a phased manner, learning from and building on experience. In doing this, the task force and its technical support unit will also cooperate closely with organizations already working in this area, such as the Sub-Global Assessment Network.

IV. Matching needs with resources

17. The work programme 2014–2018 anticipates the development of what it terms a matchmaking facility with the aim of bringing together those who have capacity-building needs with those able to help meet those needs, whether technical or financial. In order to advance discussion on this issue, the task force convened the São Paulo Dialogue on 15 and 16 September 2014 (see para. 3 above). The report of that meeting may be found in document IPBES/3/INF/1.

18. Following discussion during the task force meetings and the São Paulo Dialogue, the task force proposes to develop a prototype matchmaking facility that includes both a web-based tool and enabling activities. Enabling activities would include face-to-face contacts and networking activities that encompass also regional and global dialogues, together with communication activities. The prototype will initially be limited to one or two modules, so as prudently and incrementally to create a solid foundation for successful matchmaking. It is expected that the online elements will be hosted by the Biodiversity and Ecosystem Services Network (BES-Net) web portal run by the United Nations Development Programme (UNDP). The intention is to learn from the operation of the prototype and then, step by step and over time, build up a matchmaking facility in a modular fashion.

19. Among its other mandated functions, the Platform is to catalyse financing for capacity-building activities by providing a forum with conventional and potential sources of funding, and it is the responsibility of the task force to support the organization of that forum. The Bureau has agreed with the recommendation of the task force that the first meeting of the forum should be convened in the second half of 2015. A summary of current ideas on the forum is provided in a

discussion paper (see IPBES/3/INF/1), and this will provide the basis for further discussion by the task force in early 2015, followed by a recommendation to the Bureau on the best way to proceed.

20. Following the scoping of regional assessments in August 2014, the task force is currently developing a proposal for convening a set of regional dialogues to help build the capacity needed for delivery of the Platform's regional assessments through improved understanding of the assessment process in the context of the Platform work programme. It is proposed that these dialogues would also provide the opportunity to discuss the following matters: issues relating to regional technical support; arrangements for accessing the data, knowledge and capacity needed for the assessment; and the potential for establishing regional or subregional platforms for helping to organize stakeholder engagement (see IPBES/3/INF/1).

21. The task force is also considering other aspects of the development of networks and partnerships, with a view to engaging the many institutions and initiatives already working on relevant capacity-building activities. In doing so the task force is considering how its work relates to the proposed stakeholder engagement strategy (see IPBES/3/16) and future plans for its implementation. This engagement, and the means for achieving it, will be further informed by the regional dialogues proposed above.

V. Suggested actions

22. The Plenary may, in considering the suggested priority capacity-building needs, wish:

(a) To approve the list of priority capacity-building needs annexed to the present note;

(b) To request the task force on capacity-building and its technical support unit to ensure that these priority capacity-building needs are fully taken into account in their future work;

(c) To request the task force on capacity-building to continue to keep capacity-building needs under review, and to report to the Plenary at its fifth session on any changes needed to the list of priority capacity-building needs;

(d) To request the Bureau, the Multidisciplinary Expert Panel and the secretariat, and all expert groups and task forces established by the Platform, to work with the task force on capacity-building and its technical support unit in addressing these priority capacity-building needs.

23. The Plenary may also, in considering the proposed programme on fellowships, exchange and training wish:

(a) To approve the programme on fellowships, exchange and training;

(b) To request the task force on capacity-building and its technical support unit to further develop and implement this programme, and to report progress and further plans to the fourth session of the Plenary;

(c) To request the Bureau, the Multidisciplinary Expert Panel and the secretariat, and all expert groups and task forces established by the Platform, to work with the task force on capacity-building and its technical support unit in implementing this programme.

24. The Plenary may furthermore, in considering the capacity-building forum, wish:

(a) To welcome the preliminary plans for convening the Platform's first capacity-building forum in 2015, and to request the task force to continue developing these into a proposal for review by the Bureau at its fifth meeting;

(b) To request the Bureau to review proposals for the Platform's capacity-building forum at its fifth meeting, and to provide direction to the secretariat and task force on its implementation;

(c) To request the secretariat, working with the task force on capacity-building and its technical support unit, to convene the first capacity-building forum of the Platform during the second half of 2015.

Annex I

Draft list of priority capacity-building needs

1. The Platform prioritizes in accordance with its functions and key capacity-building needs to improve the science-policy interface at appropriate levels, and then provides and calls for financial and other support for those needs of highest priority, which are related directly to its activities, as decided by the Plenary. The work programme 2014–2018 sets out to ensure that priority capacity-building needs to implement the Platform work programme are matched with resources, through catalysing financial and in-kind support.
2. The highest priority capacity-building needs are those that fulfil the following criteria:
 - (a) They can be addressed through activities that are integrated into deliverables of the Platform work programme (resourced through the Platform trust fund, in-kind contributions, the capacity-building forum and the matchmaking facility);
 - or:
 - (b) They can be addressed through activities which enable the implementation of the Platform work programme (resourced through the capacity-building forum and the matchmaking facility);

and in both cases:

 - (c) They are driven by demands expressed and promote the sustainability of capacity-building over time, including by building on existing initiatives and institutions;
 - (d) They stimulate awareness of and engagement with the Platform and support the implementation of and interlinkages among multilateral environmental agreements.
3. The Platform acknowledges with appreciation the expressions of capacity-building needs received through submissions and consultations. The expressions are summarized and categorized in the table below. The table also suggests how such needs can be matched with resources.
4. Drawing on the expressions of capacity-building needs identified in the table, the following initial priority needs are proposed, together with the most appropriate approach for identifying sources of support:
 - (a) Focus on the ability to participate in the Platform deliverables; primarily addressed through the proposed fellowship, exchange and training programme, with the priority placed on the Platform regional assessments. This would be resourced through the Platform trust fund and in-kind contributions. The extent and reach of this programme will be increased over time by facilitating the mobilization of resources through the capacity-building forum and the piloting of a prototype matchmaking facility;
 - (b) Focus on enhancing the capacity to undertake and use national assessments of biodiversity and ecosystem services, by facilitating the development and implementation of proposals based on expressions of interest. Facilitation will be resourced through the Platform trust fund and in-kind contributions, while support for the development and implementation of national project proposals will be sought through the capacity-building forum and the piloting of a prototype matchmaking facility;
 - (c) Focus on the development and implementation of pilot or demonstration projects addressing other categories of needs, by facilitating the development and implementation of proposals based on expressions of interest. Facilitation will be resourced through the Platform trust fund and in-kind contributions, while support for the development and the implementation of national project proposals will be sought through the capacity-building forum and piloting of the matchmaking facility.

Capacity-building needs identified by members and other stakeholders, and potential sources of support for addressing their needs

Capacity need categories	Needs identified by Governments and other stakeholders	Potential source of support		
		Trust fund	Matchmaking facility	Notes
1. Enhance the capacity to participate effectively in implementing the Platform work programme	1.1 Develop the capacity for effective participation in the Platform regional and global assessments	✓	✓	Priority for the Platform trust fund, largely delivered through the fellowship, exchange and training programme Supplemented through the Platform matchmaking facility
	1.2 Develop the capacity for effective participation in the Platform thematic assessments	✓	✓	
	1.3 Develop the capacity for effective participation in the Platform methodological assessments and for the development of policy support tools and methodologies	✓	✓	
	1.4 Develop the capacity for monitoring national and regional participation in the implementation of the Platform work programme, and responding to deficiencies identified	✓		
2. Develop the capacity to carry out and use national and regional assessments	2.1 Develop the capacity to carry out assessments, including on the lines of the Economics of Ecosystems and Biodiversity (TEEB) initiative		✓	Priority for the Platform matchmaking facility
	2.2 Develop the capacity to use assessments to support policy development and decision-making	(✓)	✓	
	2.3 Develop the capacity to develop and use non-market-based methods of valuing biodiversity and ecosystem services		✓	
	2.4 Develop the capacity to assess specific priority habitats and ecosystems, including ecosystems that cross ecological and political boundaries	(✓)	✓	
	2.5 Develop the capacity to develop and effectively use indicators in assessments		✓	
	2.6 Develop the capacity to value and assess management options and effectiveness		✓	
	2.7 Develop the capacity to retrieve and use all relevant data, information and knowledge		✓	
3. Develop the capacity to locate and mobilize financial and technical resources	3.1 Develop the institutional capacity to locate and mobilize financial and technical resources		✓	Pilot project(s) through the Platform matchmaking facility
	3.2 Develop the capacity for clearly communicating capacity-building needs to potential providers of financial and technical support		✓	

Capacity need categories	Needs identified by Governments and other stakeholders	Potential source of support		
		Trust fund	Matchmaking facility	Notes
4. Improve the capacity for access to data, information and knowledge (including the experience of others)	4.1 Develop the capacity for improved access to data, information and knowledge including its capture, generation, management and use (including indigenous and local knowledge)		✓	Pilot project(s) through the Platform matchmaking facility
	4.2 Develop the capacity to gain access to data, information and knowledge managed by internationally active organizations and publishers		✓	
	4.3 Develop the capacity for enhancing collaboration among research institutions and policymakers at national and regional levels, in particular for encouraging multidisciplinary and cross-sectoral approaches		✓	
	4.4 Develop the capacity for the conversion of scientific and social assessments of biodiversity and ecosystem services into a format easily understood by policymakers		✓	
	4.5 Develop the capacity to understand how to combine modern science with local and indigenous knowledge, including facilitating the effective engagement of indigenous and local communities, scientists and policymakers	(✓)	✓	
	4.6 Develop the capacity to gain access to and use technologies and networks that support biodiversity taxonomy, monitoring and research		✓	
5. Develop the capacity for enhanced and meaningful multi-stakeholder engagement	5.1 Develop the capacity for effective engagement of stakeholders in assessment and other related activities at the national level, including for understanding who the stakeholders are and how they should be engaged		✓	Pilot project(s) through the Platform matchmaking facility
	5.2 Develop the capacity for effective communication of why biodiversity and ecosystem services are important, and why their many values should be used in decision-making		✓	
	5.3 Develop the capacity to effectively use the Platform's deliverables in implementing national obligations under biodiversity-related multilateral environmental agreements		✓	

Annex II

Draft programme on fellowships, exchange and training programmes

A. Intended outcome

1. The intended outcomes of the Platform's programmes on fellowships, exchange and training are threefold:

(a) Individual and institutional capacities will be developed and strengthened in order to better support the implementation of work programme deliverables;

(b) More effective use of knowledge will be made in decision-making, as a result of improved understanding of assessment processes, policy support tools and methodologies, and enhanced science-policy dialogue;

(c) Cooperation will be increased among individuals and institutions supporting delivery of the work programme and across all four Platform functions.

B. Context and justification

2. The proposed fellowship, exchange and training programmes will address several of the identified highest priority needs for capacity-building, in particular those concerned with enhancing the capacity to participate effectively in implementing the Platform work programme. This programme would support the work of a number of expert groups established by the Plenary, and will also support the work of the task force on knowledge and data and the task force on indigenous and local knowledge systems.

3. The target groups for the proposed programmes include both individuals and institutions. Relevant individuals are students (enrolled for master's or higher degrees) and early career scientists, and also researchers, managers and policymakers from middle to senior levels. Relevant institutions are primarily those working substantively to support implementation of the Platform work programme. Strengthening the pool of skilled professionals in each country and the networks of institutions will be especially important for the implementation of the work programme and the uptake of Platform reports and policy support tools in national decision-making processes.

C. Objectives

4. In order to achieve the intended outcomes, the objectives are:

(a) To develop and implement a fellowship programme which allows young researchers and other professionals to take part in the Platform's activities, including, if relevant, staying in institutions involved for a specified period of time, with the aim of creating a pool of competent professionals to carry forward the Platform agenda;

(b) To develop and implement a programme which promotes, encourages and, as appropriate, supports the temporary secondment of staff from one Platform-supporting institution to another, with the aim of supporting specific tasks related to the implementation of the work programme;

(c) To develop and implement a programme which promotes, encourages, and, as appropriate, supports the exchange of individuals or exchange visits between institutions relevant to the work of the Platform, with the aim of promoting peer-based learning and strengthening cooperation between institutions working on Platform-related activities;

(d) To develop and implement a mentoring scheme which provides opportunities for early career scientists, researchers and managers working in the field of biodiversity and ecosystem services to work closely with an established mentor in a field relevant to the Platform;

(e) To develop and implement a training programme tailored to the needs of the Platform which will enhance individual, institutional and country capacities for effectively achieving the Platform's deliverables and strengthening the science-policy interface;

(f) To learn from the experience of implementing each component of the programme described above, so as to develop lessons and plan further activities, including developing a pool of alumni, and exploring opportunities for other programme components such as scholarships.

D. Activities

5. The task force on capacity-building will develop a detailed plan for coordination, implementation, reporting and review of the programme, while setting in place a number of pilot exercises based on the indicative plan set out in the appendix to this annex. It is envisaged that this plan will be approved by the Platform's Bureau in consultation with the Multidisciplinary Expert Panel. The technical support unit on capacity-building^a will provide technical assistance where appropriate, working together with relevant institutions and networks, such as through the secondment of staff to the support unit.

6. The proposed activities are as follows:

(a) To develop eligibility and selection criteria for both individuals and institutions participating in the programme, covering each of the different components (fellowships, secondments, training, etc.);

(b) To develop guidance for applicants for each component of the programme, to specify what both individuals and institutions will contribute and gain, what the costs are likely to be, and who will bear what costs;

(c) To develop the administrative processes for the announcement of calls, the receiving and processing of applications, the selection of participants and the feedback to applicants, including who participates in each of these activities;

(d) To pilot tests as appropriate and then to implement each of the components of the programme, based on more detailed planning and cost estimations of each element included in the indicative plan set out in the appendix to the present draft programme;

(e) To develop and implement procedures for review of each of the components of the programme, with a view to checking that the aims and objectives of the programme are being met for participating individuals and institutions;

(f) In association with the training programme in particular, but also with other components of the programme, to develop training and other learning resources, and disseminate them more widely to promote and facilitate other learning activities, including e-learning.

E. Outputs

7. From 2016 onwards it is anticipated that several hundred researchers and policymakers per year will gain experience from having participated in the programme and, prior to that, that a substantial number will be involved in the pilot phase. It is expected that participants in the programme will also provide support for the delivery of specific work programme deliverables, adding to the human resources available for delivering the work programme and improving links between participating institutions. Participants would be well placed to help communicate what the Platform is doing and to build relationships. With respect to the training programme it is anticipated that several activities would be aimed at the training of trainers, and therefore reach beyond participants. Lastly, to keep the programme under review and benefit from experience, all those participating in the programme would be asked to provide feedback on their experience.

F. Required inputs

1. Required financial input for the pilot phase

8. Implementation of a pilot phase (including activities already under way) would have the following estimated indicative cost. It is assumed that the costs of management of the pilot programme would be covered by the Platform trust fund and the technical support unit, potentially supplemented by further in-kind support. This will include costs such as travel and subsistence, and also the costs involved in setting up and running training workshops.

^a Located at the Norwegian Environment Agency, Trondheim, Norway.

	<i>Estimated indicative costs in United States dollars for the pilot phase (2014–2015)</i>
Fellowship programme	50 000
Secondment programme	75 000
Exchange programme	200 000
Mentoring scheme	50 000
Training programme	325 000
Total	700 000

2. Required financial input for the implementation phase

9. It is assumed that part of the programme will continue to be supported by the Platform trust fund. It is envisaged, however, that the Platform will have the capacity to absorb a significant and incremental scaling-up of the implementation of the programme in subsequent years. It is unlikely that such scaling-up can be borne by the trust fund and it is anticipated that it will be dependent on the programme being resourced through the capacity-building forum, the matchmaking facility or from other in-kind contributions. The feasibility of scaling-up will depend on the experiences gained in the pilot phase and from the piloting of the prototype matchmaking facility.

3. Required technical input

10. The implementation of the proposed programme will require technical input on several levels. Institutions functioning as hosts for fellows, trainees, exchange visitors or seconded personnel, or institutions providing resource personnel to function as mentors or trainers, represent one form of technical input required for the implementation of the programme and will in most cases be based on in-kind contributions through expressions of interest. The required number of host institutions and technical resource personnel corresponds to the proposed number of training courses and fellows, trainees and other participants in the programme.

G. Assumptions and risks

11. Given the complexity of the proposed programme, the range of mechanisms proposed and their international and multicultural nature, skilled technical support will be needed to run and support the programme. Recognizing that the proposed programme is ambitious, a phased approach is recommended, encouraging proposals which meet the objectives and possibilities of institutions, people, and the Platform in a stepwise approach, learning from experience. Other elements that will affect the extent to which the programme is successfully carried out include the implementation of an effective and transparent system for sending out calls, and receiving and prioritizing requests. In order to address these issues it will be important to ensure clear communication about the programme, including as part of the implementation of the Platform communication and outreach strategy, and stakeholder engagement strategy.

H. Collaborators

12. To a greater or lesser extent, implementation would involve not only the Platform secretariat and the technical support unit for the task force on capacity-building, but also other technical support units and those Bureau and Multidisciplinary Expert Panel members directly involved in specific activities. In addition the following would also be involved in one or more activities:

(a) Those organizations directly involved in supporting the Platform's regional assessments, whether as technical support units or in some other capacity;

(b) The expert group members and other resource persons who could provide a link between the expert groups and the capacity-building activities, identifying and acting as lead trainers and potentially mentoring and supporting seconded staff, fellows, and others;

(c) The Platform's national focal points, who would assist in identifying and nominating lead trainers, institutions and trainees, and also in seeking fellows, seconded staff and others, and in identifying people to go on training courses;

(d) Other institutions and networks involved in related capacity-building activities, which could both provide training and leadership and also undertake to carry out some capacity-building activities on behalf of the Platform.

Appendix

Indicative plan for the programme on fellowships, exchange and training

The following are indicative, and would be developed further in the light of experience as the programme is developed, pilot-tested and implemented. In the implementation phase, efforts would be made to ensure mutual support, for example through the involvement of fellows and seconded staff members in training programmes.

(a) Fellowship programme	
Objective	To create a pool of competent professionals able to carry forward the Platform agenda
Summary	<p>The Platform fellowship programme allows young researchers and other professionals from any relevant discipline to take part in Platform activities including, where applicable, by staying in an institution involved for a limited period of time. The aim of the programme is threefold:</p> <ul style="list-style-type: none"> ○ To increase countries' capacities to identify, study, assess, monitor and plan strategies, actions and policies related to biodiversity and ecosystem services, using internationally recognized methodologies; ○ To encourage young researchers to study in leading institutions, build and strengthen their international networks and encourage them to take part in regional assessments in the future; ○ To promote interaction between and among policy groups and experts, and within and between countries, related to priority areas of the Platform; <p>The programme would cover all thematic and methodological deliverables of the Platform, and also other areas which would contribute to delivery of the Platform work programme, including communications, outreach, data-sharing, science-policy dialogue, assessment, production of knowledge, public awareness, etc.</p>
Target individuals and institutions	Individuals benefiting from the programme would have appropriate qualifications and experience, and would be selected through a process and on criteria established as the programme develops. These individuals would be placed in organizations nominated by Governments and other relevant stakeholders, or otherwise identified through a call for expressions of interest
Duration	The programme will be opened for applications for periods of 3, 6, 9 and 12 months
Target participation (2016 onwards)	Rising possibly to around 100 fellows per year, with an indicative allocation of five fellows for each of the five thematic areas across each of the five regions
Pilot phase (2014–2015)	Up to six 3-month fellowships, four related to the fast-track assessment on pollination, and two related to the methodological assessment on modelling and scenarios

(b) Secondment programme	
Objective	To build skills and share experience among those institutions actively supporting the Platform
Summary	The Platform secondment programme will support the temporary transfer of a staff member of one Platform-supporting institution to another, including the Platform secretariat and technical support units, with the purpose of performing specific tasks needed to achieve the Platform objectives and the implementation of the work programme. The main goal of the programme is the exchange of skills and experience among the Platform-supporting institutions, thus building long-term capacity in tasks and processes related to the implementation of the Platform work programme. The programme could also be expanded to provide opportunities for the exchange of skills between Platform-supporting institutions and relevant institutions new to the Platform. It is assumed that the costs of seconded staff members would be covered, but that their salaries would still be paid by their home institutions
Target institutions	All institutions working substantively to support the implementation of the Platform work programme, including the Platform secretariat, the Platform technical support units, the United Nations Environment Programme (UNEP), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Food and Agriculture Organization of the United Nations (FAO), the national focal points of the Platform, UNEP-WCMC and others
Duration	Depending on tasks performed, the duration could range from one month to one year
Target participation (2016 onwards)	Rising possibly to 24 seconded staff members, based on an assumption of 12 participating institutions, and two seconded staff members per institution (one junior level and one middle level)
Pilot phase (2014–2015)	To be determined

(c) Exchange programme	
Objective	To provide opportunities for peer-based learning and to strengthen cooperation and synergies between institutions supporting the Platform deliverables
Summary	The Platform exchange programme will provide opportunities for peer-based learning, through exchanges of scholars and researchers between institutions supporting the Platform deliverables. Exchanges can take place between institutions within a country, or between countries and regions. The exchange programme may also be relevant for policymakers and decision-makers, and be used for exchange visits between ministries, government agencies and other bodies, and for peer-based learning on, for example, policy support tools
Target institutions	Institutions relevant to supporting the Platform deliverables. The programme may also be applicable to exchange visits involving policymakers and decision makers
Duration	One-month exchange
Target participation (2016 onwards)	25 exchanges (or 50 people)
Pilot phase (2014–2015)	Up to five 1-month exchanges (10 people) related to the assessment on scenarios and modelling, and up to five related to the assessment on pollination, giving a total of up to ten exchanges of one month involving up to 20 people. Up to 25 exchange visits of two weeks (50 people) related to regional assessments, to share experiences amongst technical support teams before starting

(d) Mentoring scheme	
Objective	Provide opportunities for early-career scientists, researchers and managers working in the field of biodiversity and ecosystem services to promote the science-policy interface
Summary	The Platform mentoring scheme will provide opportunities for early-career scientists, researchers and managers working in the field of biodiversity and ecosystem services to work closely with an established resource person, as a mentor, in a field applicable to the Platform work programme deliverables. The mentoring scheme could also include peer mentoring, where participants are at the same level of seniority but where they have different experience. The mentoring scheme is characterized by being a two-person professional relationship in which an experienced person assists another in developing specific skills and knowledge. The mentoring scheme would be well suited for developing the skills in early-career scientists for conducting national or the Platform subregional and regional ecosystem assessments, the latter being a major deliverable of the Platform. Similar initiatives for developing the capacity for undertaking and using current or upcoming ecosystem assessments have, among others, been implemented by the Sub-Global Assessment Network (www.ecosystemassessments.net/news/122-call-for-applications-sga-network-mentoring-scheme.html)
Target individuals and institutions	Applications would be invited based on agreed criteria, with the expectation that mentoring would be provided by institutions and individuals already involved in Platform activities
Duration	1–3 months
Target participation (2016 onwards)	Rising possibly to 50 (10 per United Nations region)
Pilot phase (2014–2015)	To be determined

(e) Training programme	
Objective	Enhance individual, institutional and national capacities for effectively achieving the Platform's deliverables and strengthening the science-policy interface
Summary	The training programme consists typically of meetings or workshops lasting between one and five days, and the programme has the capacity to reach a greater number of people and institutions compared to the other four programmes in the proposal. The overall aim is to enhance the individual, institutional and national capacity for effectively achieving the Platform deliverables and strengthening the science-policy interface. In addition, training programmes will build a high number of what may be termed “champions” in each country, with knowledge about the Platform. Training programmes will be developed according to specific needs, including, among other measures, a training-of-trainers course on the Platform guide of assessments (deliverable 2 (a)), technical workshops on Platform guidance for the use of policy support tools and methodologies (deliverable 4 (c)) or the guide for the use of scenario analysis and modelling in assessments (deliverable 3 (c)). In other cases the need will be, among others, to facilitate a science-policy dialogue in countries embarking on a national or subregional assessment of biodiversity and ecosystem services
Target group	Mix of policymakers and scientists, from middle to senior levels

Pilot phase (2014–2015)			
Title	Duration	Provider	Target number
Training-of-trainers workshop on the guide for assessment	5 days	Platform secretariat and relevant Bureau and Multidisciplinary Expert Panel members	One workshop with 15–20 participants
Technical workshop	1–2 days	Platform secretariat, technical support units and relevant Bureau and Multidisciplinary Expert Panel members	Two stand-alone workshops with 30 participants each
Leadership course for the national focal points of the Platform from developing countries to play a leadership role in the regional assessments	1 day	Platform secretariat, technical support units and relevant Bureau and Multidisciplinary Expert Panel members	One training session with 30 participants in the margins of the Plenary
Target (2016 onwards)			
Title	Duration	Provider	Target number per year
Science-policy dialogue on Biodiversity and Ecosystem Services	1 day	Platform secretariat, Platform stakeholders, technical support unit, UNEP, FAO, UNESCO, UNDP, multilateral environmental agreements, the hosts of the Platform meetings	One training session in the margins of a Platform Plenary or other appropriate meeting, with 125 participants
	2 days	Governments, regional networks, international organizations, etc.	Five training sessions (one per United Nations region per year), with 40 people per session
Leadership course on biodiversity and ecosystem services	3 days	Governments, regional networks, international organizations, centres of excellence, scientific institutions, etc.	Five courses (one per region), with 30 people at each
	5 days		Five courses (one per region), with 30 people at each
Training of trainers on the Platform deliverables	5 days	Centres of expertise and other scientific institutions	Five training workshops (one per region), with 20 participants in each workshop
Technical workshop	1–2 days	The Platform secretariat	Several workshops of 30 people