



Building the Workforce to Deliver 30x30

**2026 Virtual Fair of Offers  
HAC 30x30 Matchmaking Platform**

# MPA effectiveness realities ...

- MPAs expanding rapidly under 30x30...but workforce is shrinking
- Plans are developed but are not implemented
- Training delivered, but performance unchanged

**The real issue: fragmented capacity systems**

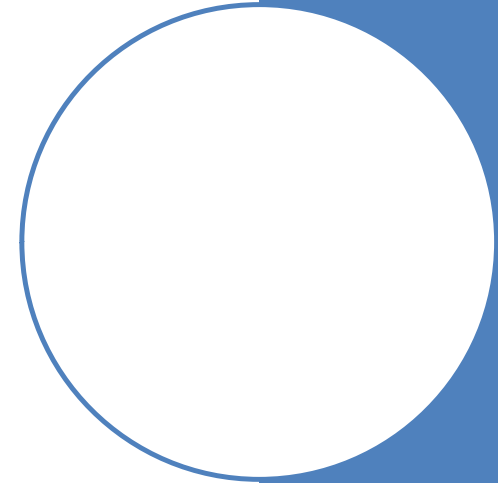


## *The Missing Link: Workforce + Systems Integration*

### **Key gaps:**

- No **competency-based workforce system**
- Weak **link between training and job performance**
- No **feedback loop between monitoring and decision-making**
- Capacity = workshops, not **career pathways**

We are investing in MPAs, but not in the **people and systems that run them**



*WIOMSA  
Offer: A  
System, Not  
a Project*

## **3 core components:**

### **1. Workforce Professionalisation (WIOMPAN / WIO-COMPAS)**

- Competency frameworks
- Certification (Level 1–2)
- Performance-linked capacity systems

### **2. Institutional Strengthening**

- Embed competencies into HR systems
- Align roles, incentives, and performance
- Support governance and co-management structures

### **3. Learning Systems (Adaptive PAME)**

- Link monitoring (IMET, METT) → decisions
- Build **learning loops** at site level
- Strengthen data-to-action pathways

**We move from training individuals → building systems that sustain performance**

# How We Work with Countries





# *What We Offer Through HAC Platform*

## **We can support countries to:**

- Strengthen **MPA workforce systems**
- Improve **site-level PAME performance**
- Build **national capacity frameworks for 30x30**
- Integrate **OECMs into management systems**

## **What we need from countries:**

- Commitment to **institutional change (not just training)**
- Pilot sites or national programmes
- Engagement with WIOMPAN network

If we fix the workforce and systems, we unlock the effectiveness of every dollar invested in MPAs.