

# A Needs Assessment of Collaborative Skills & Tools for Conservation Practitioners in the American West



C4C - Durango, Colorado May 2018



# Center for Collaborative Conservation


Mission:

To help create innovative and lasting conservation solutions for people and nature through collaboration .



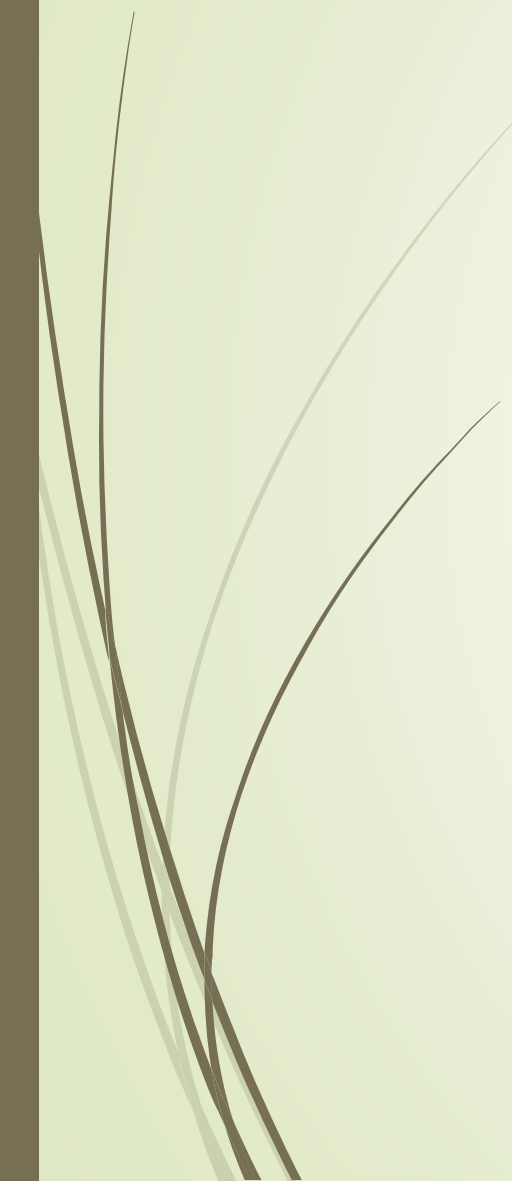


# Why a Needs Assessment ?

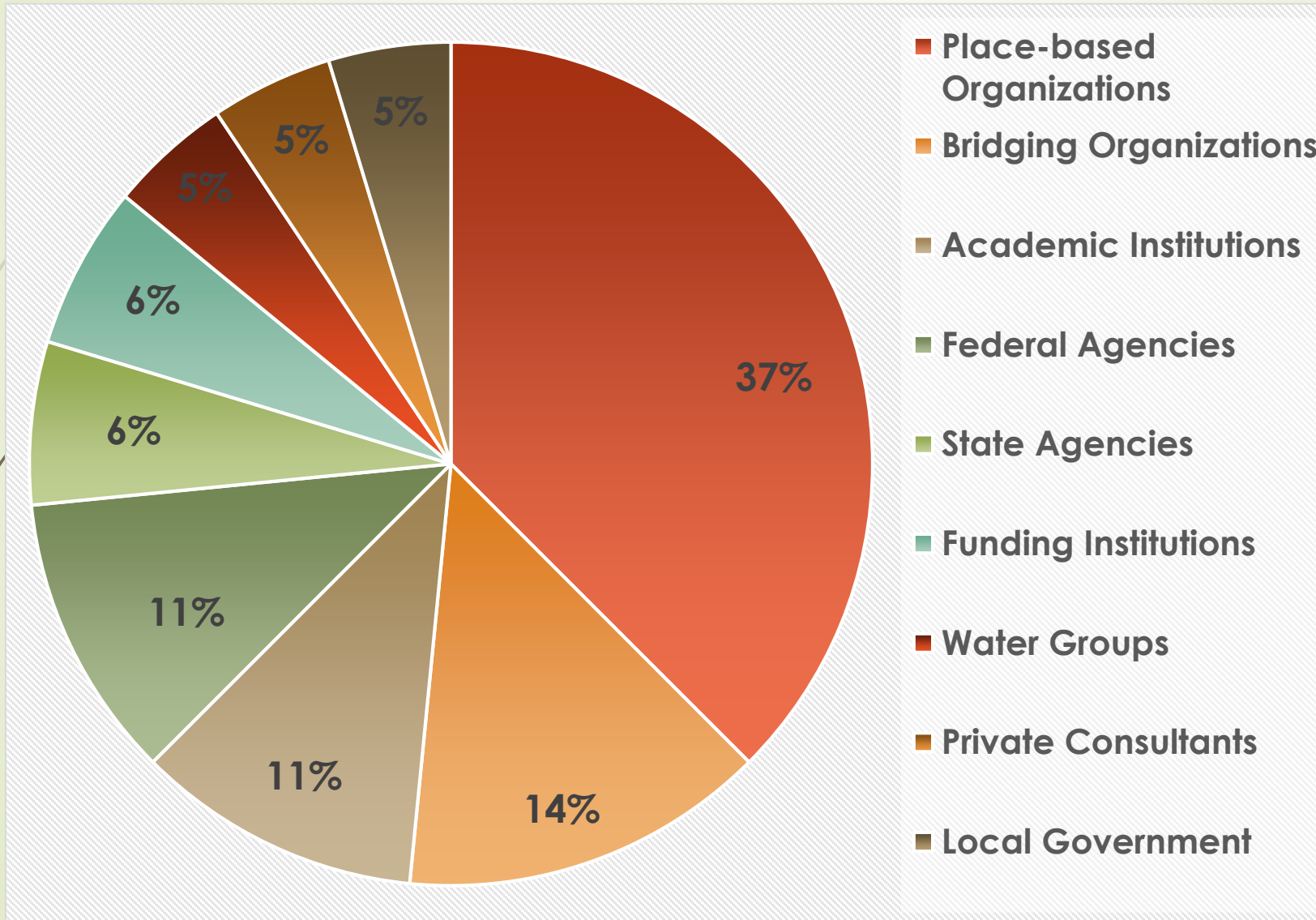
- Practice program for practitioners by practitioners
  - Questions
    - Most important CC skills & tools
    - Who needs skills and tools
    - Best methods of delivery
    - Interest in classes or short courses
    - Value of mentoring & internships
    - Existing opportunities practitioners recommend
- 



# Methods

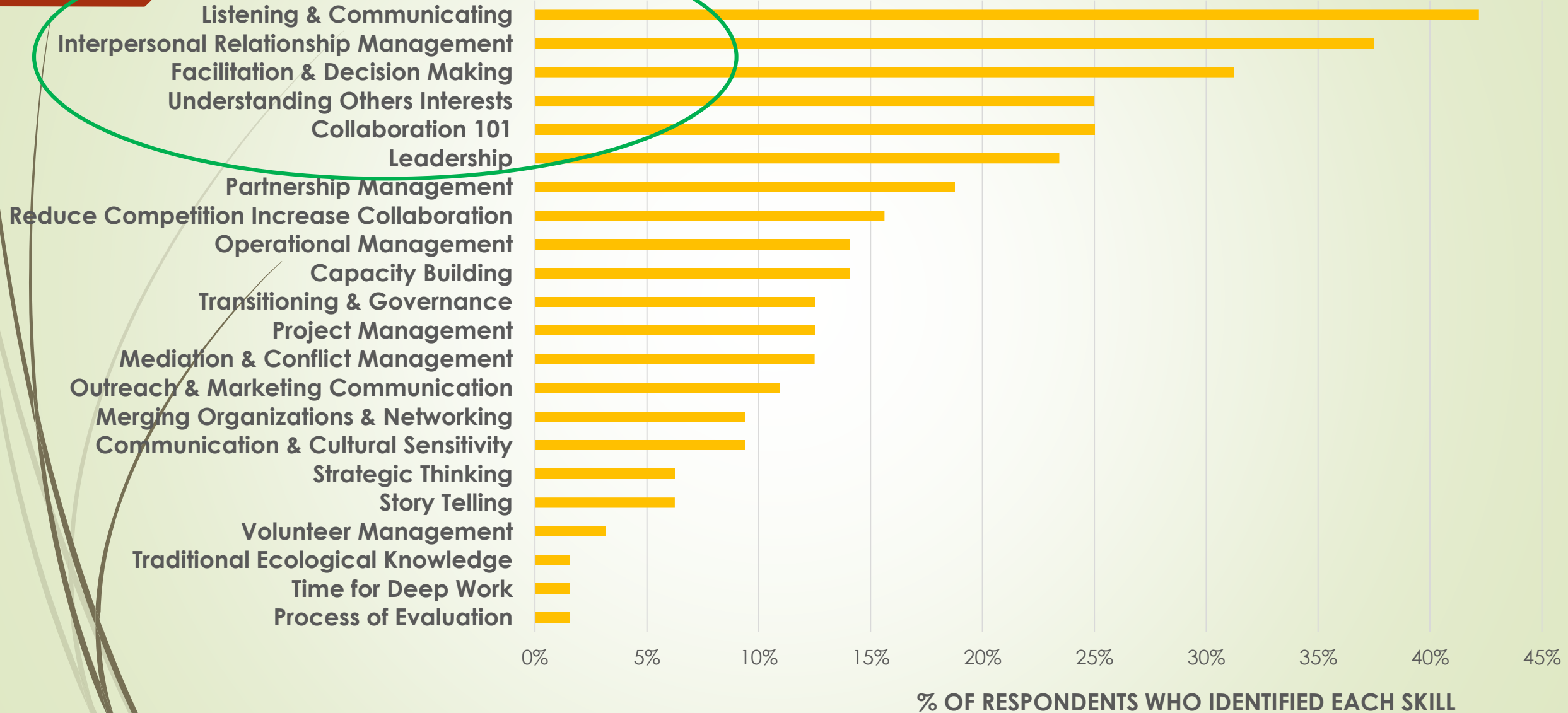
- Open-ended, semi-structured interview questions
  - Human Subjects research approval
  - Practitioner study population & criteria
  - Phone interviews
  - Synthesis
- 

# Participant Group



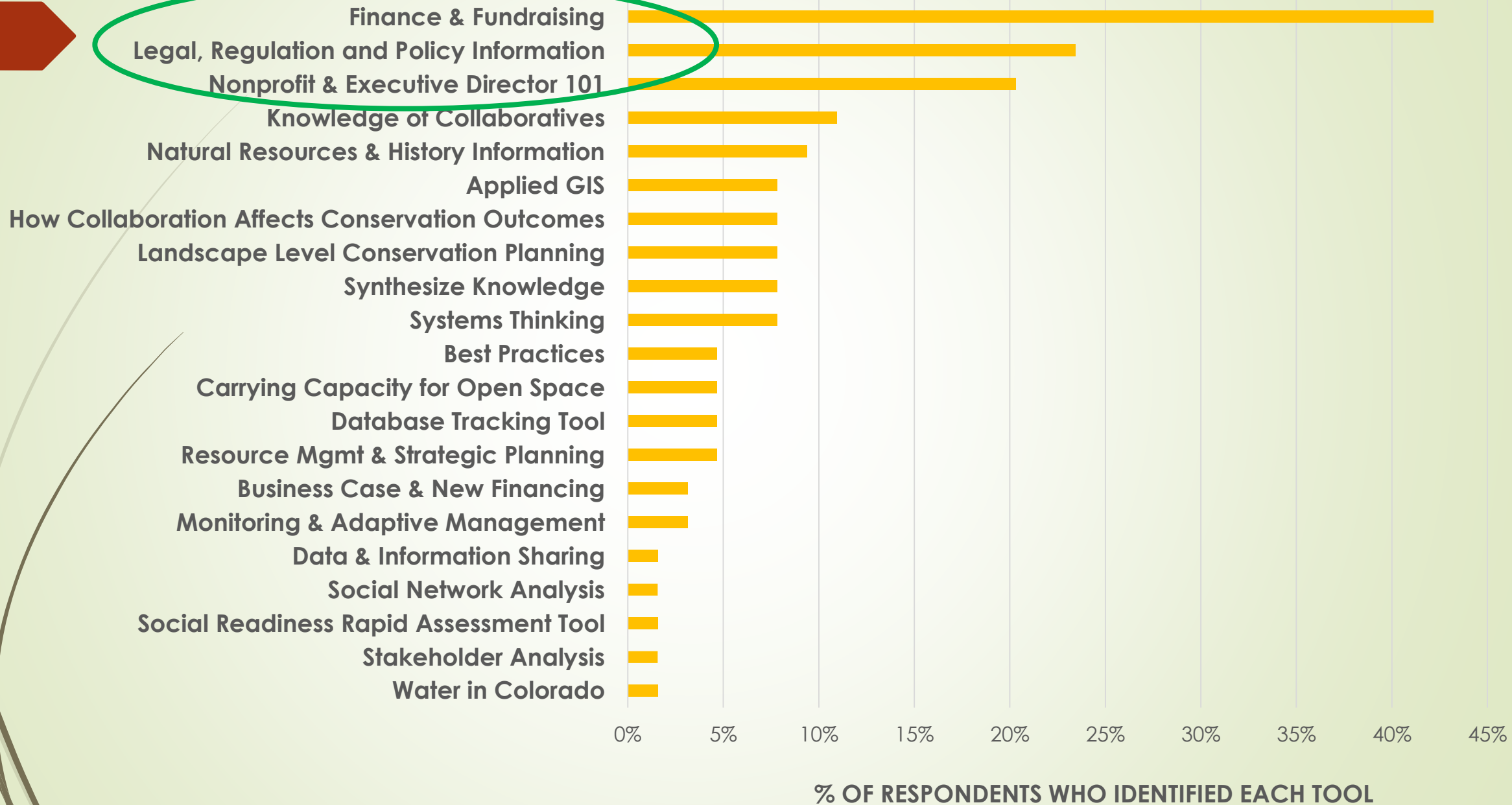
**64**  
practitioners  
interviewed  
across the  
American  
West

# 22 People & Process Skills



% OF RESPONDENTS WHO IDENTIFIED EACH SKILL

# 21 Technical & Knowledge Tools



# Methods for Delivering CC Skills & Tools





# Who Needs CC Skills & Tools

Existing Collaboratives-EDs/leaders/mid career staff

All Collaboratives & Practitioners

New Generation/Early Career

Public land agencies

Nonprofit Organizations & Boards

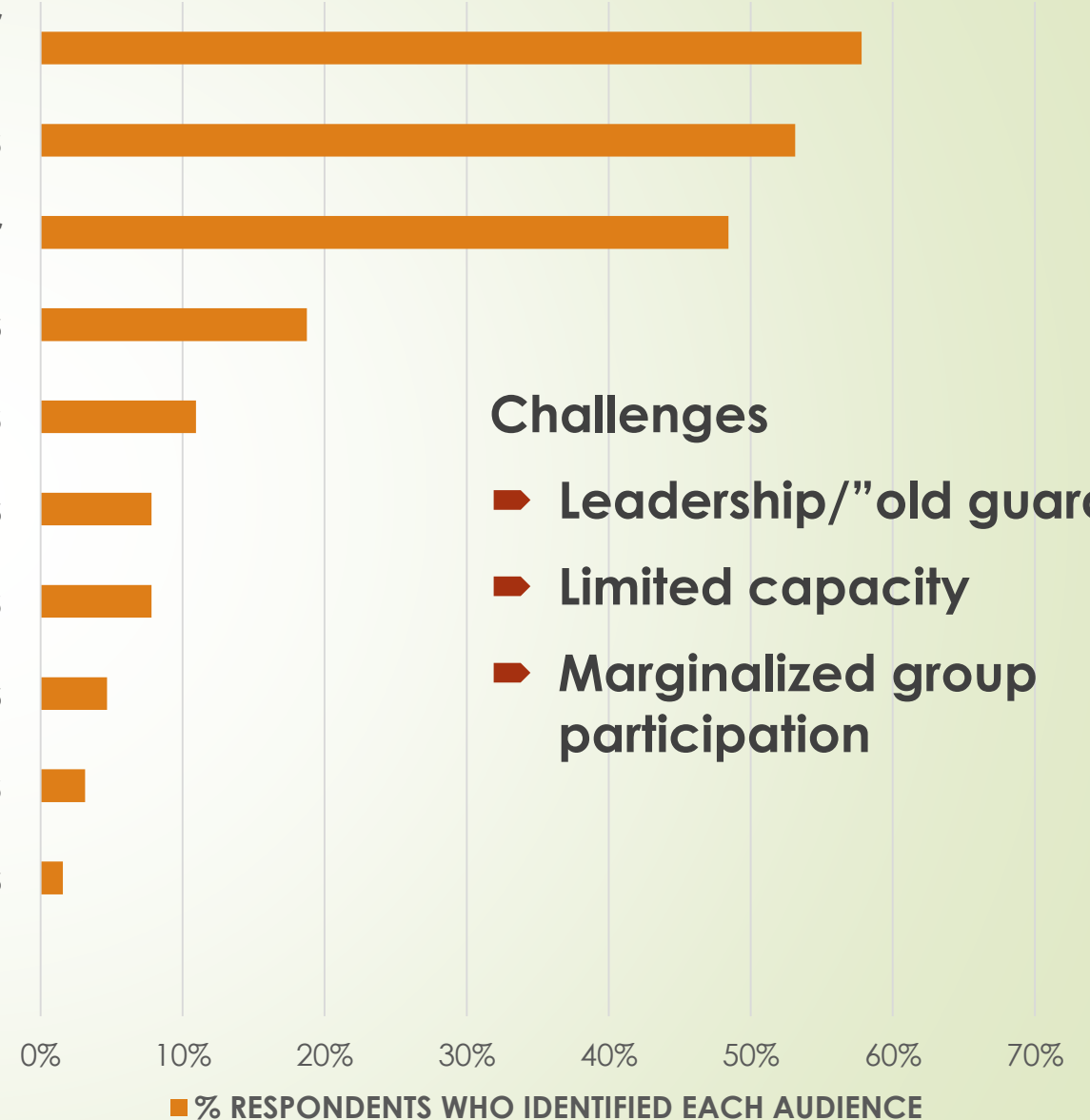
Community Members

Watershed Groups & Water Leaders

Young agricultural producers

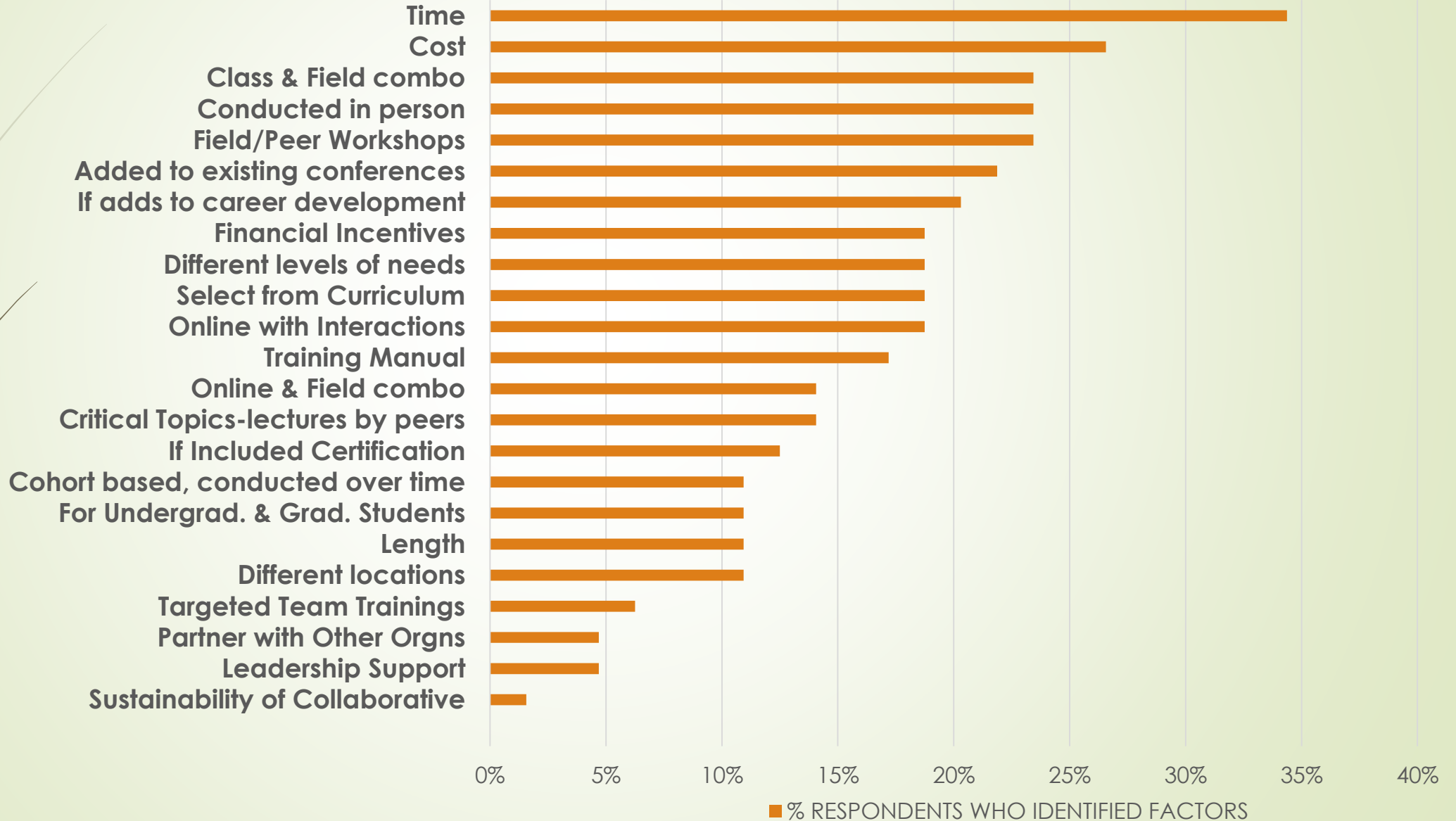
Environmental Organizations

Funders



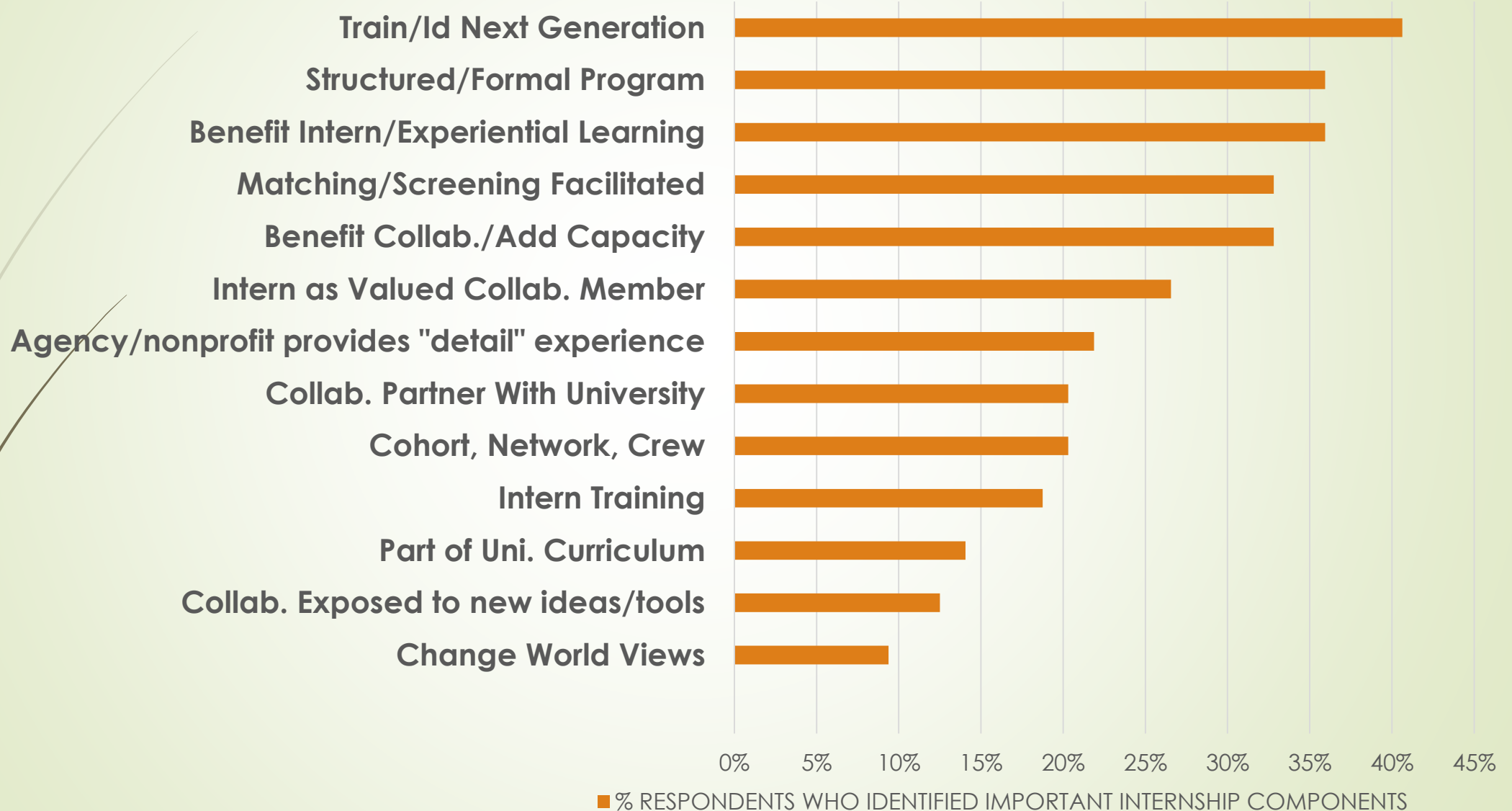
# 70% Participate in CC Classes or Short Courses

## 23 FACTORS INFLUENCING PRACTITIONER PARTICIPATION IN CLASSES OR SHORT COURSES



# 98% Support for Internships

## IMPORTANCE OF & COMPONENTS OF EFFECTIVE INTERNSHIPS



# Why Internships ?

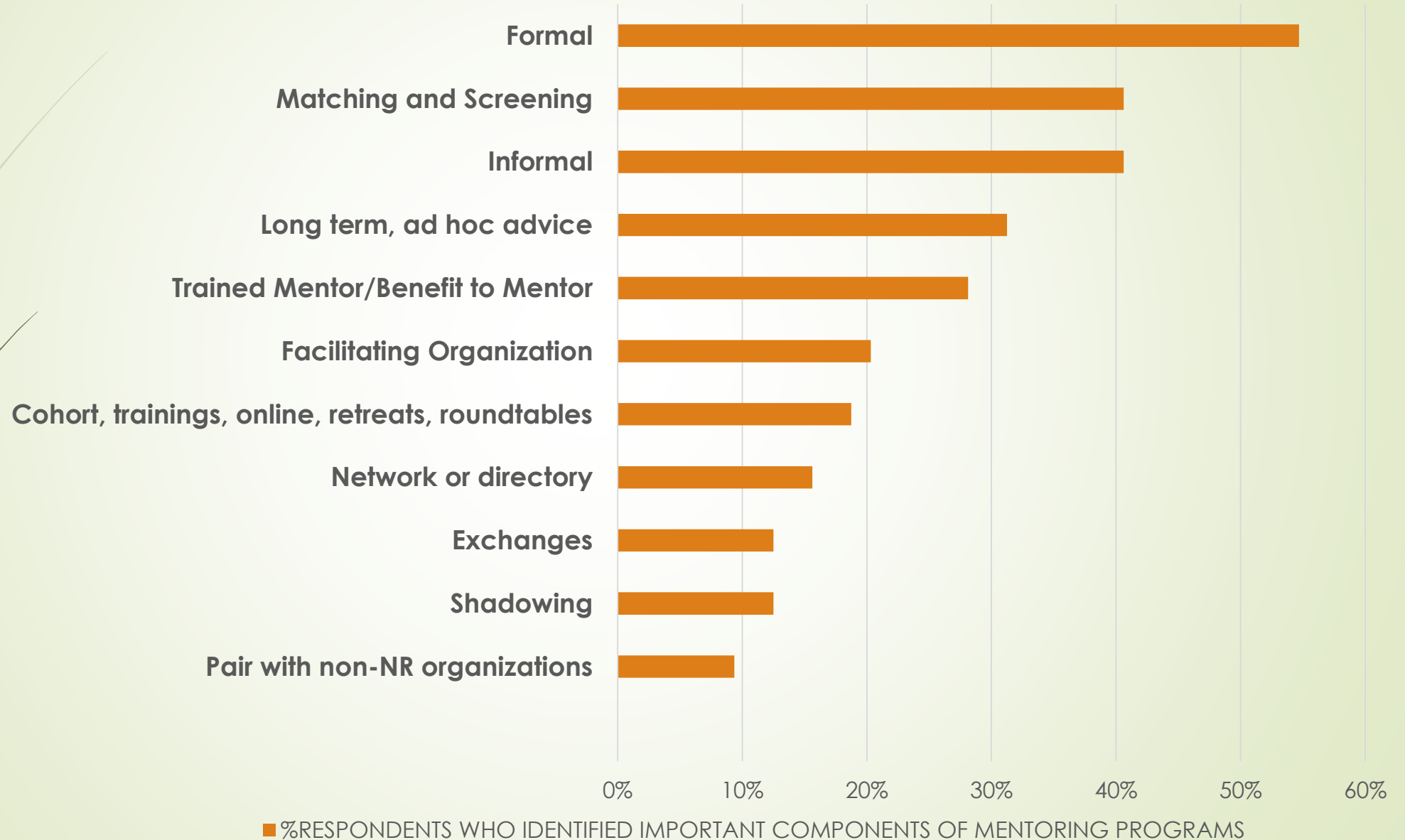
- next generation pipeline
- hands on experience during/after undergraduate degree

## Internship Challenges

- time & funding
- organizational capacity
- low opportunity to hire afterwards
- paid vs. unpaid
- legal roadblocks

# Support for Mentoring Programs

## ***IMPORTANT COMPONENTS OF EFFECTIVE INTERNSHIPS***





# Who Needs Mentoring

- ▶ mid-career & next generation practitioners
- ▶ nonprofit groups
- ▶ women
- ▶ new collaboratives
- ▶ public agency personnel
- ▶ situations of high conflict

## Mentoring Challenges

- ▶ time, sufficient & skilled/willing mentors, \$\$\$
- ▶ unknown return on investment
- ▶ reach target audiences



# Existing Organizations & Individuals Delivering CC Skills & Tools

- 31 academic and educational institutions
- 24 consultants or training organizations
- 12 funding institutions
- 14 networks
- 7 nonprofit support and training organizations
- 7 policy organizations
- 9 public agency programs
- 32 conservation organizations and initiatives



# Taking Action to Support CC Efforts in the Rocky Mountain Region

- Needs Assessment as a foundation
- Searchable database of existing learning opportunities & resources
- CBCCC workshop: 60 practitioners
  - Leadership Team
  - CBCCC Action Plan
  - Rocky Mountain Regional Network