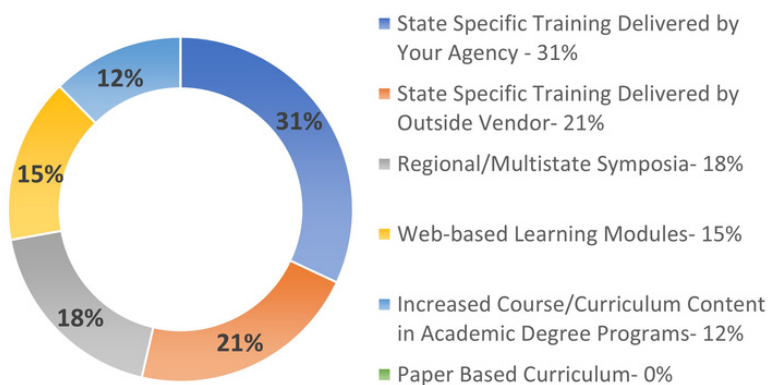


PRIVATE LANDS STAFFING ON-BOARDING AND TRAINING SURVEY RESULTS

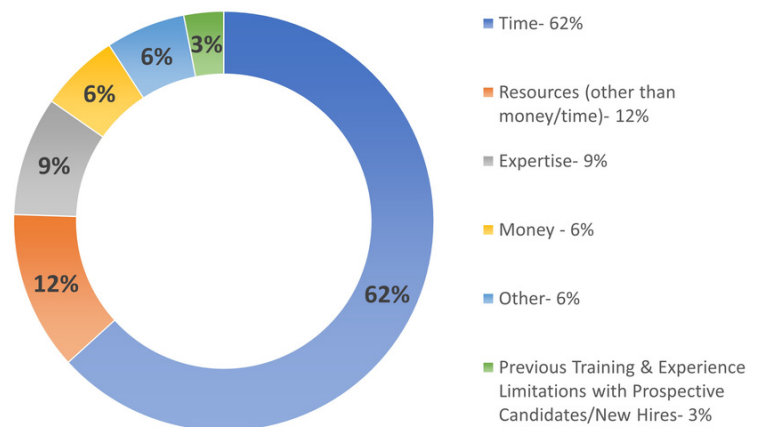
SURVEY DESIGN & DELIVERY

A survey was conducted examining the private lands staff on-boarding and training process for state agency personnel in June and July 2023 using Qualtrics. Surveys were sent to 48 states. Of those, 33 states responded to the 15 question survey.

Q13. Please rank the following from 1 (most desired) to 6 (least desired) for meeting your private lands training needs:



Q14: Please rank those obstacles you believe limit your agency in onboarding and supporting staff training related to conservation delivery on private lands:



"Having a broader understanding of our constituents can drive conversations with landowners and gain respect and trust quicker." ~Survey Respondent

PRIVATE LANDS STAFFING: ON-BOARDING AND TRAINING SURVEY RESULTS

SUMMARY OF FINDINGS:

- 30 States indicate having staff (partner or agency staff) committed to private lands.
- 25 States indicated that there is full-time agency staff dedicated to private lands conservation delivery.
- Respondents indicated need/strong need for more training/curricula aimed at private lands conservation in University programs focused on natural resource and wildlife management.
- The vast majority of respondents indicated that they use an “informal” training process for onboarding new private land staff.
- Respondents indicated that they feel their training efforts are moderately effective.
- Individualized/mentored was the training method most utilized and a training duration of 2-5 days was the most frequent.
- 76% of respondents indicated that there is no training regarding private lands conservation provided to other State agency staff (non-private land focused).
- The top two preferred methods for delivering training to State agency private lands staff were: State Specific Training Delivered by Your Agency & State Specific Training Offered by Outside Vendor.
- The top indicated limiting factor for improving/implementing training related to private lands conservation delivery was “Time” with “Lack of Resources” a distant second.



"We need tools to help make interactions with landowners more efficient."
~Survey Respondent

OUTCOMES AND ACTIONS:

- Engagement with universities, trade schools and others in developing a more robust curriculum to meet the needs of State agencies in securing qualified candidates to deliver private lands conservation.
- Clearly identifying the core elements of training needed to support private lands staff in delivering conservation outcomes.
- Development of standardized, intentional training for new private lands conservation staff informed by each State's unique needs.
- Sharing and development of resources (training guides, curriculum, videos, examples & case-studies) across AFWA members to support private land training.
- Exploring the possibilities for outside vendors and partners delivering State or regional training focused on private lands conservation delivery.
- Continued need to support State Agency leadership in valuing private lands conservation through training, positions and strategic programming.

A photograph showing the back of a person's head and shoulders. They are wearing a plaid shirt and looking out over a green field with a wooden fence. The field is filled with grass and some trees in the distance.

"Helping new staff understand the process based practice of habitat management and how to build trust with private landowners is paramount."
~Survey Respondent

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PRODUCT OF THE AFWA AGRICULTURAL CONSERVATION COMMITTEE
PRIVATE LANDS WORKING GROUP

