Training Needs and Existing Training Opportunities: Presentations

International Training Initiative
Brainstorming Session

February 24, 2006

Host: National Park Service

Training Need Survey Results/Existing Training Opportunities

1. Gary Machlis, University of Idaho: Summary of results from World Parks Congress Survey on PA Manager training needs

Overview of Several Existing Training Programs Serving Park and Protected Areas Staff Internationally

2. **Peter Newman**, Colorado State University

3. **Jim Burchfield**, University of Montana

4. **Brent Mitchell**, Quebec-Labrador Foundation

(To see Brent's presentation, go to http://www.qlf.org/temp/QLF_NPS_intl_060224.pps)

Presentation 1:

Gary Machlis, University of Idaho:

Summary of results from World Parks Congress Survey on PA Manager training needs

International Protected Area Training Needs: 2003 World Parks Congress Delegate Survey

G. E. Machlis

24 February 2006

Introduction

- Vth IUCN World Parks Congress held Durban, South Africa 1-8 September 2003
- Opportunity to learn about training needs from wide range of protected area professionals
- Part of broader delegate survey conducted for the IUCN and World Parks Congress (Hockings et al, 2005)
- Full report available at IUCN website <www.iucn.org>

Methods

- Survey in English, French, and Spanish
- Distributed at beginning of Congress to all delegates (n=2,056)
- 564 surveys returned (27.4%)
- Non-response bias carefully tested; North American and European managers with high experience and length of service under-represented

Table 1. Years of Work Experience in Protected Areas

n=561

Number of Years Experience	Percent Responding
None	3.7
Less than 5	15.9
5 to 10	19.3
10-20	33.3
Over 20	27.8

Figure 1. Work Region (n=942)

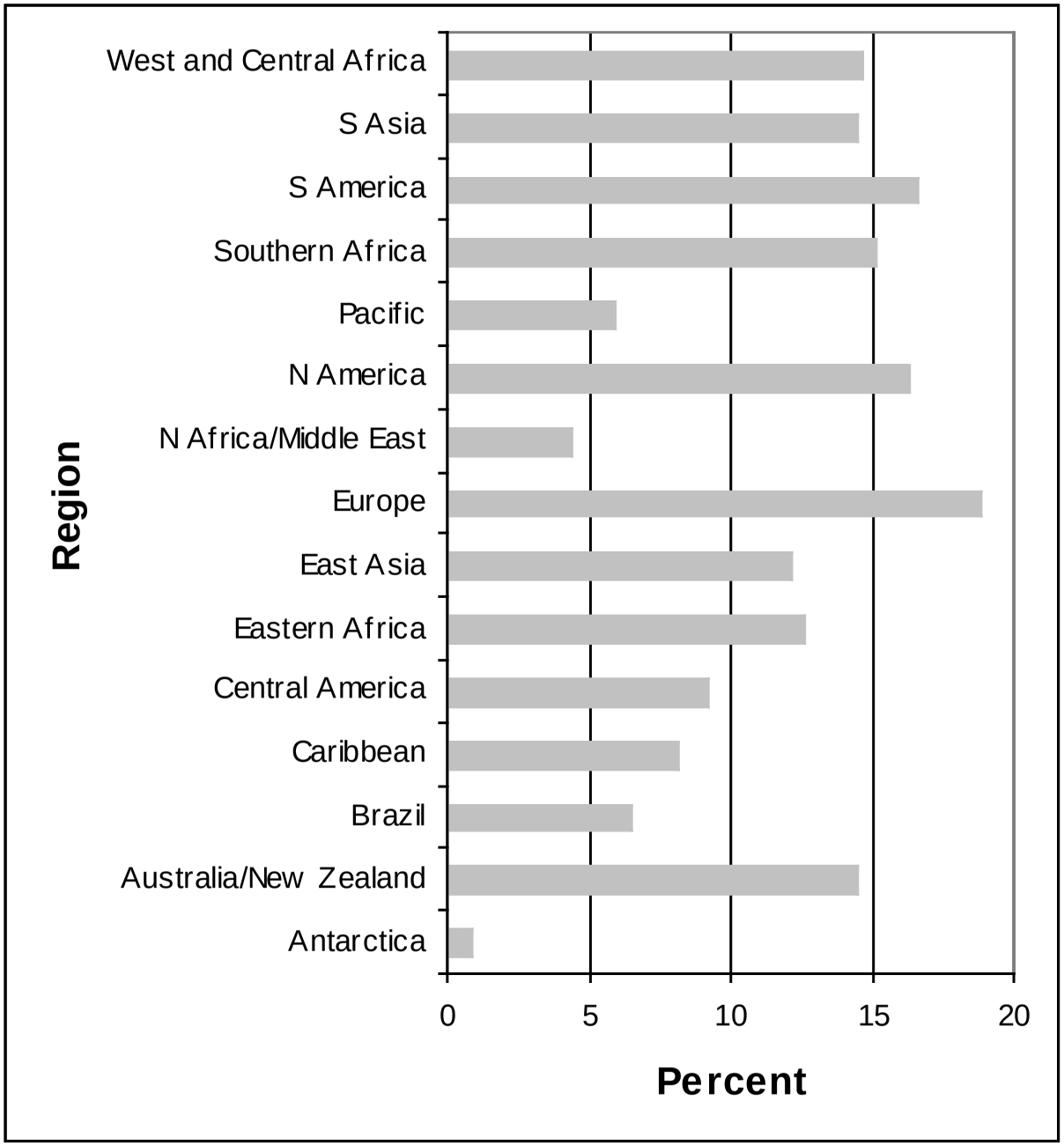


Table 2. Work Scale (n=534)

Scale	Percent
Local	16.8
Provincial/State	19.1
National	41.6
International/global	22.5

Figure 2. Work Sector (n=551)

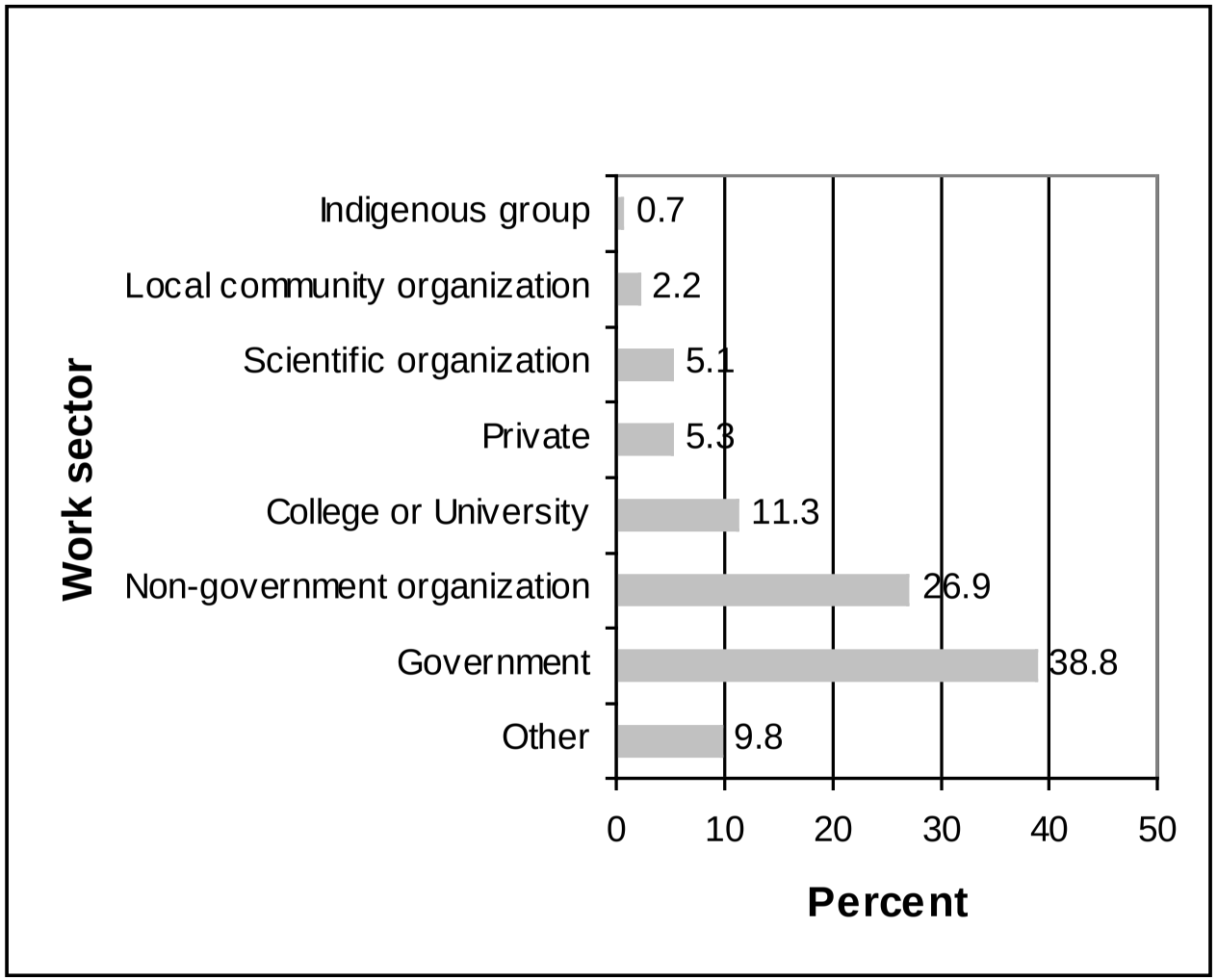


Figure 3. Current Position (n=552)

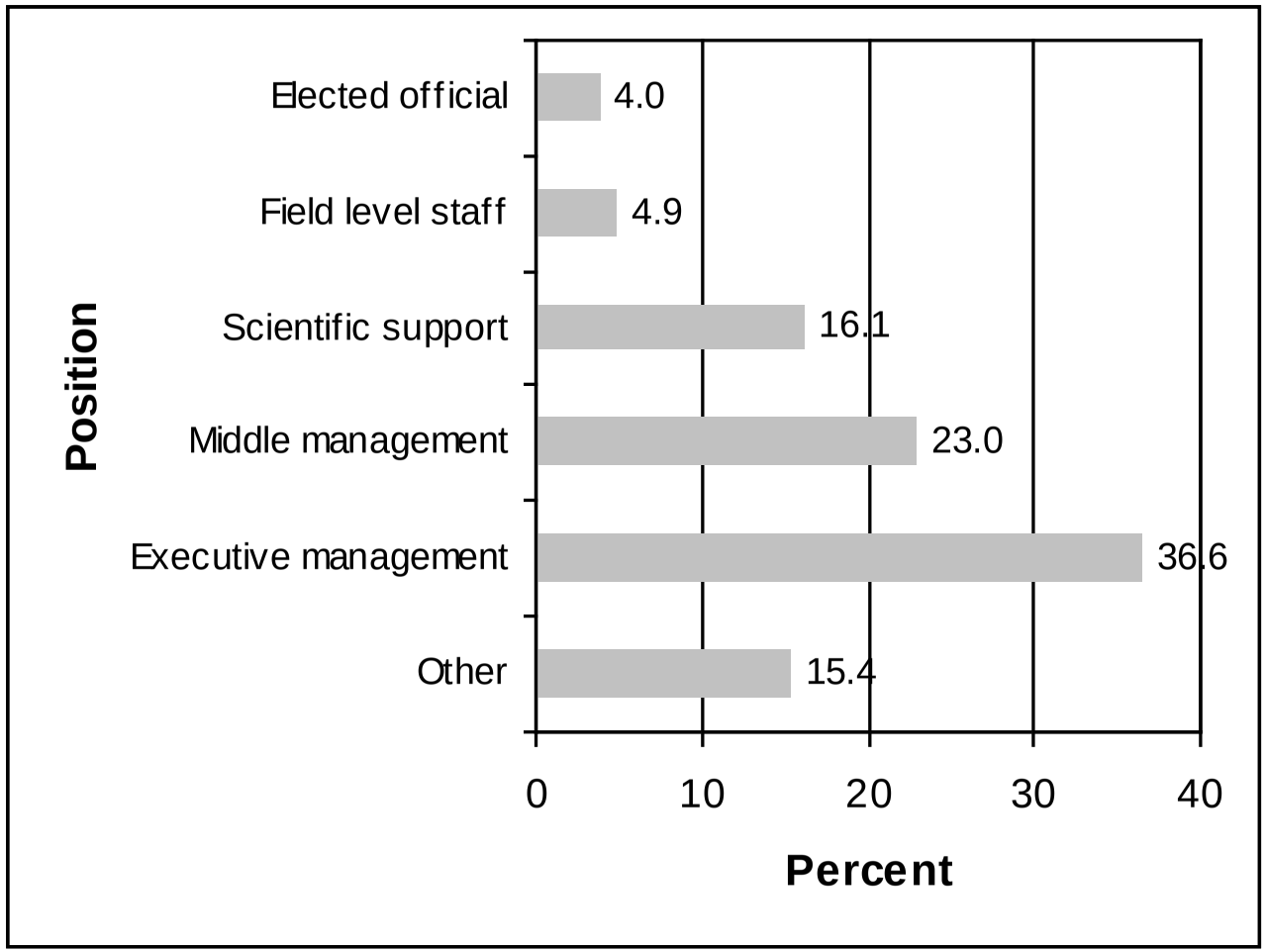


Figure 4. Desired Training Topics (n=535)

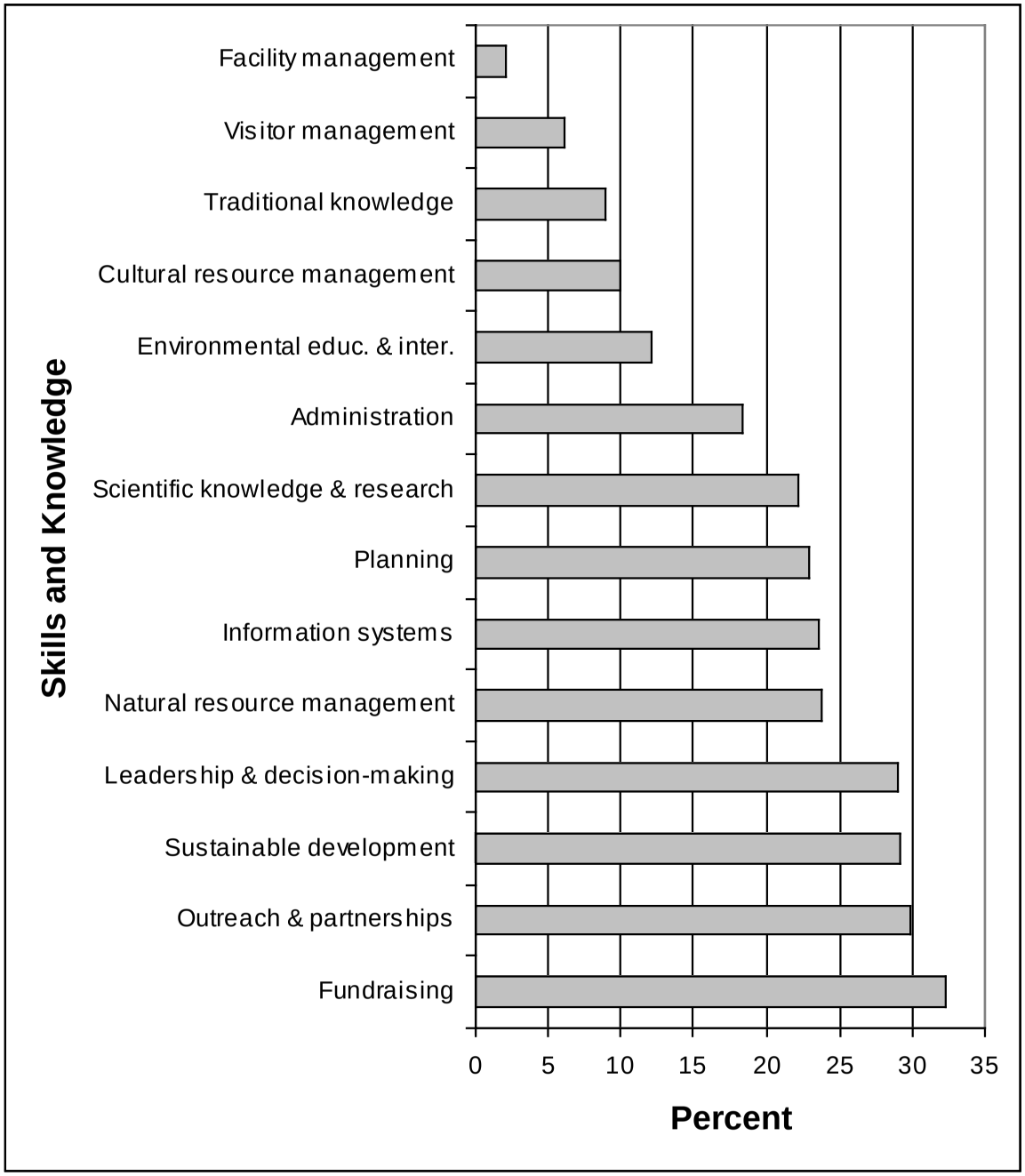


Table 3. Desired training topics by position (%)

	Elected official	Executive management	Middle management	Field staff	Scientific support
n	22	202	127	27	89
Administration	9.1	24.8	13.4	14.8	15.7
Cultural resource management	18.2	7.9	5.5	33.3	5.6
Environmental education	22.7	10.9	11.0	18.5	12.4
Facility management	0.0	2.0	2.4	0.0	1.1
Fundraising	13.6	40.6	29.9	18.5	25.8
Information systems	18.2	19.3	25.2	25.9	24.7
Leadership and decision making	22.7	31.7	37.0	22.2	20.2
Natural resource management	45.5	20.8	23.6	33.3	20.2
Outreach and partnerships	13.6	27.2	34.7	33.3	33.7
Planning	31.8	19.8	31.5	18.5	16.9
Scientific knowledge and research	22.7	14.4	19.7	22.2	40.5
Sustainable development	40.9	31.7	29.9	37.0	25.8
Traditional knowledge	4.6	5.9	10.2	11.1	13.5
Visitor management	0.0	5.9	7.9	11.1	6.7

Table 8. Factors limiting training access (n=439)

Factor	Percent *
Lack of funding	64.0
Lack of time	57.4
Lack of organizational encouragement & support	27.7
Geographic location	17.8
Other	7.8

* Respondents could choose as many factors as applied

Table 12. Training delivery effectiveness score (on a scale of 1-4, with 4 being most effective) for different training delivery methods

Training Delivery Method	Effectiveness score
On-the-job training	3.3
Local on-site short courses	3.2
International training courses	3.1
Job exchanges	3.1
Advanced degree programs	2.8
Nationally-based training courses	2.7
Local university training courses	2.5
Web-based training	2.3
Distance education, written materials	2.3
Video, CD, satellite training	2.2

Table 14. Training delivery effectiveness by scale

	Local	Provincial/ state	National	International and global
On-the-job training	3.2	3.4	3.2	3.3
Job exchanges	2.9	3.2	3.1	3.2
Advanced degree programs	2.6	2.9	2.8	2.7
Local on-site short courses	3.3	3.1	3.1	3.1
Local university training courses	2.7	2.4	2.6	2.5
Nationally-based training courses	2.6	2.5	2.8	2.6
International training courses	3.0	3.0	3.2	3.0
Web-based training	2.2	2.3	2.4	2.3
Video, CD, satellite training	2.2	2.3	2.3	2.0
Distance education with written materials	2.3	2.4	2.4	2.2

Implications

- Training is needed and valued; cost in time and money is critical
- Topic-specific modules targeted at specific professional levels may be most effective
- Mixed delivery system best suits practitioner's needs
- Integrated training cycles should be considered
  - on-site preparation
  - international course
  - on-site post-course work
  - optional degree credits

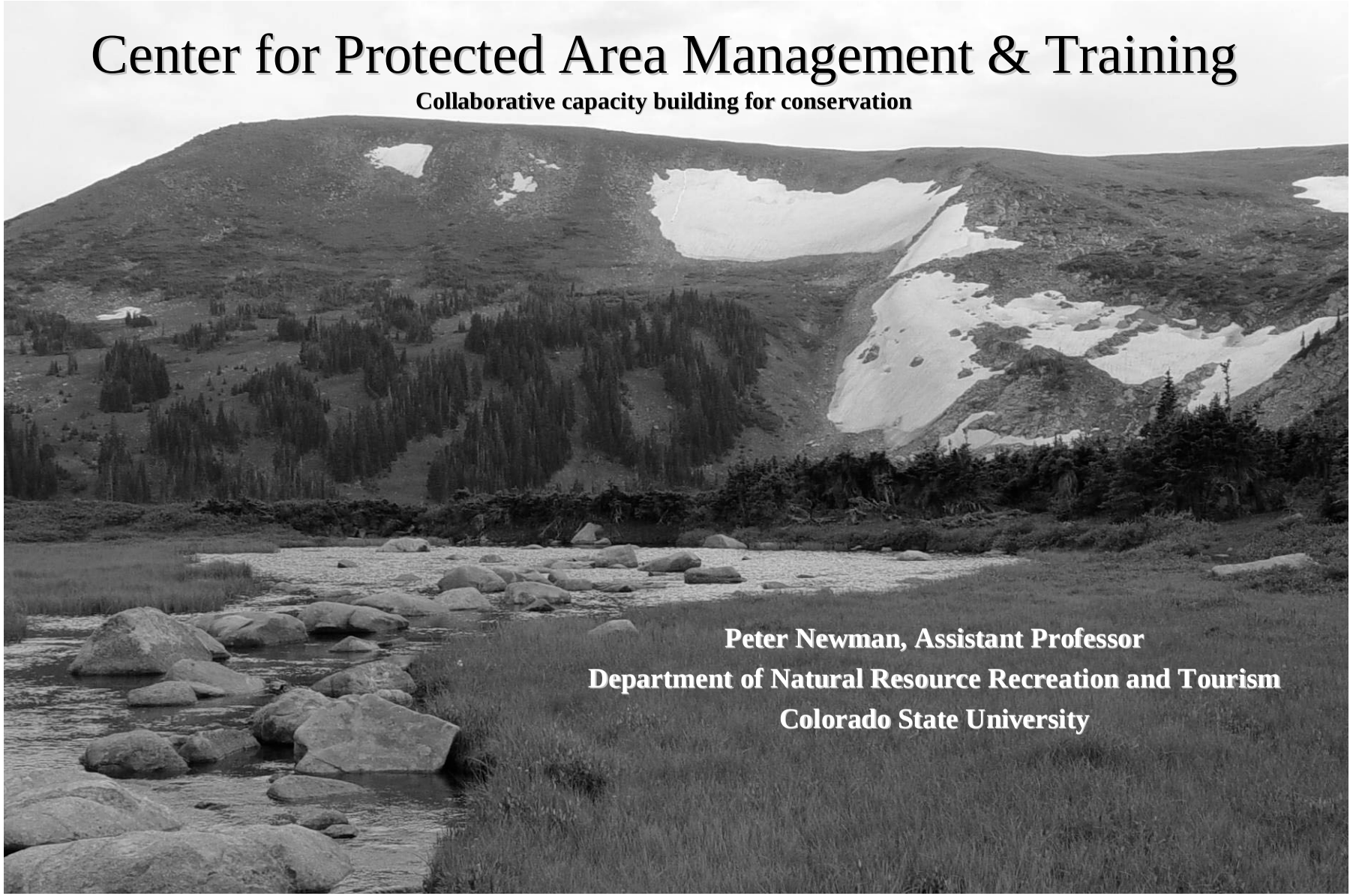
Overview of Several Existing Training Programs Serving Park and Protected Areas Staff Internationally

Presentation 2:

Peter Newman, Colorado State University

Center for Protected Area Management & Training

Collaborative capacity building for conservation



Peter Newman, Assistant Professor
Department of Natural Resource Recreation and Tourism
Colorado State University

Background

- Strong history of work with the Federal land management agencies
- CSU once considered – “Ranger factory”
- Early 1990’s: CSU base course created to help fill the void after the termination NPS International Park seminar
- Mid 1990’s: Collaboration between NPS and CSU supported scholarships to our course for several years

Faculty Members

Affiliates

Students

Staff:

George Wallace
Ryan Finchum

Faculty
Peter Newman
Mike Manfredo
Brett Bruyere
Stu Cottrell
Tara Teel
Dave Theobald

Affiliates:

Craig MacFarland
Jim Barborak
Jim Wurz
Larry Lechner
Miguel Milano

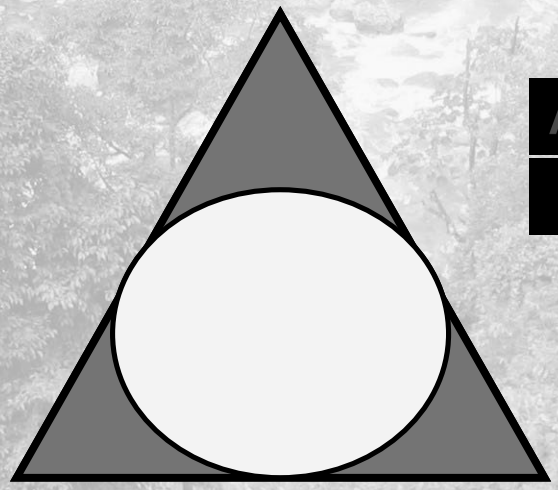
Background

- Build on international/national agreements
  - Durban Accords, Convention Biological Diversity: COP-7 Section 3.2
- Create Center's of excellence as partners (extension)
  - Work with in-country counterparts through exchanges and short courses

Mission

The Center for Protected Area Management and Training was formed to strengthen conservation and management of the world's protected areas and adjacent lands.

Training &Technical Collaboration



Adjacent Communities

Protected Areas

Research

Academic Programs

Training and Technical Collaboration

- ROS adaptation for Latin America
- protected area planning (system or unit level),
- development of capacity building programs,
- visitor impact management,
- infrastructure and trails development,
- interpretive guide training,
- community-based ecotourism,
- development of funding strategies for conservation,
- project evaluation.

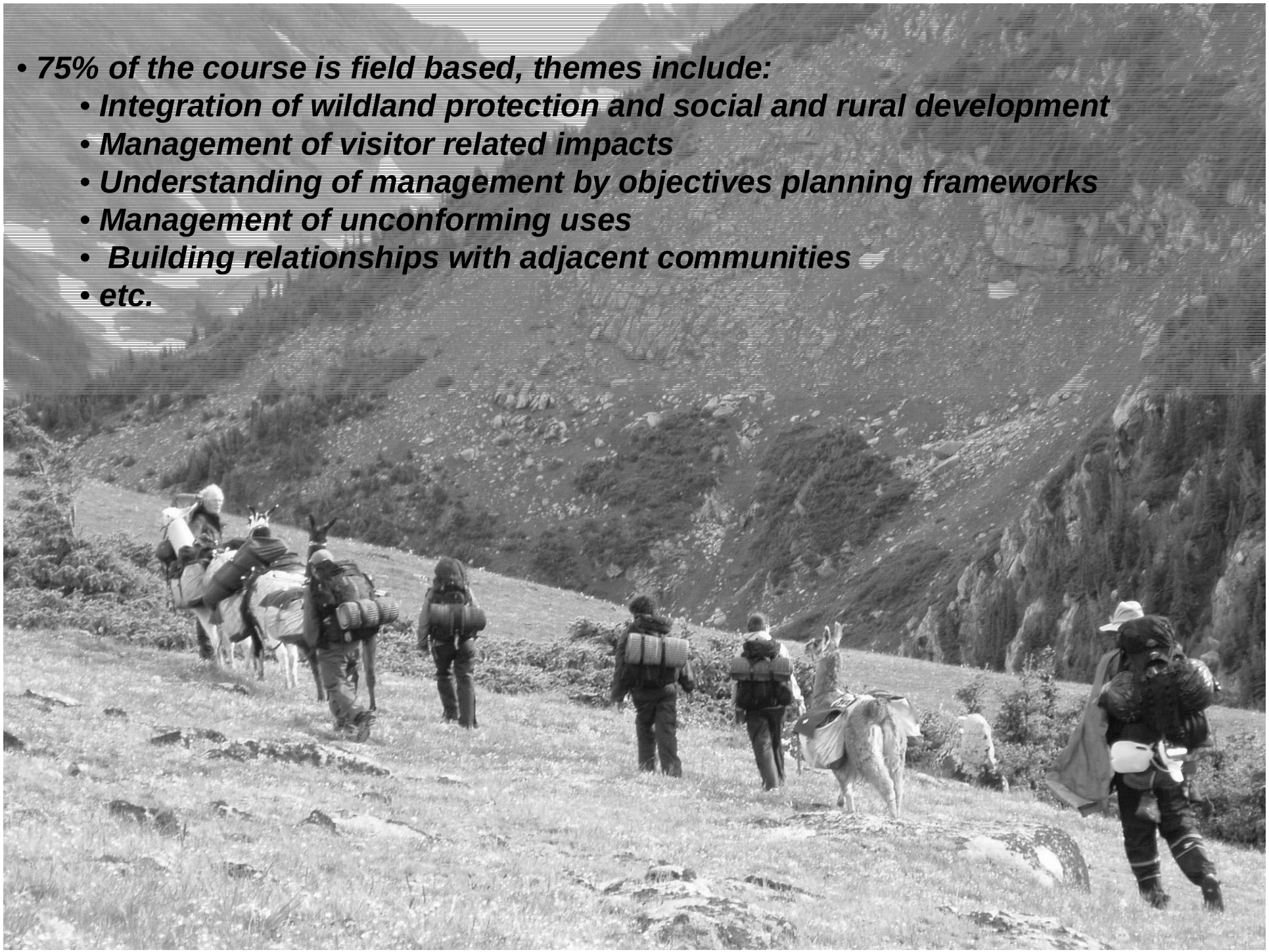
TRAINING:

Management of Wildlands and Protected Area Course

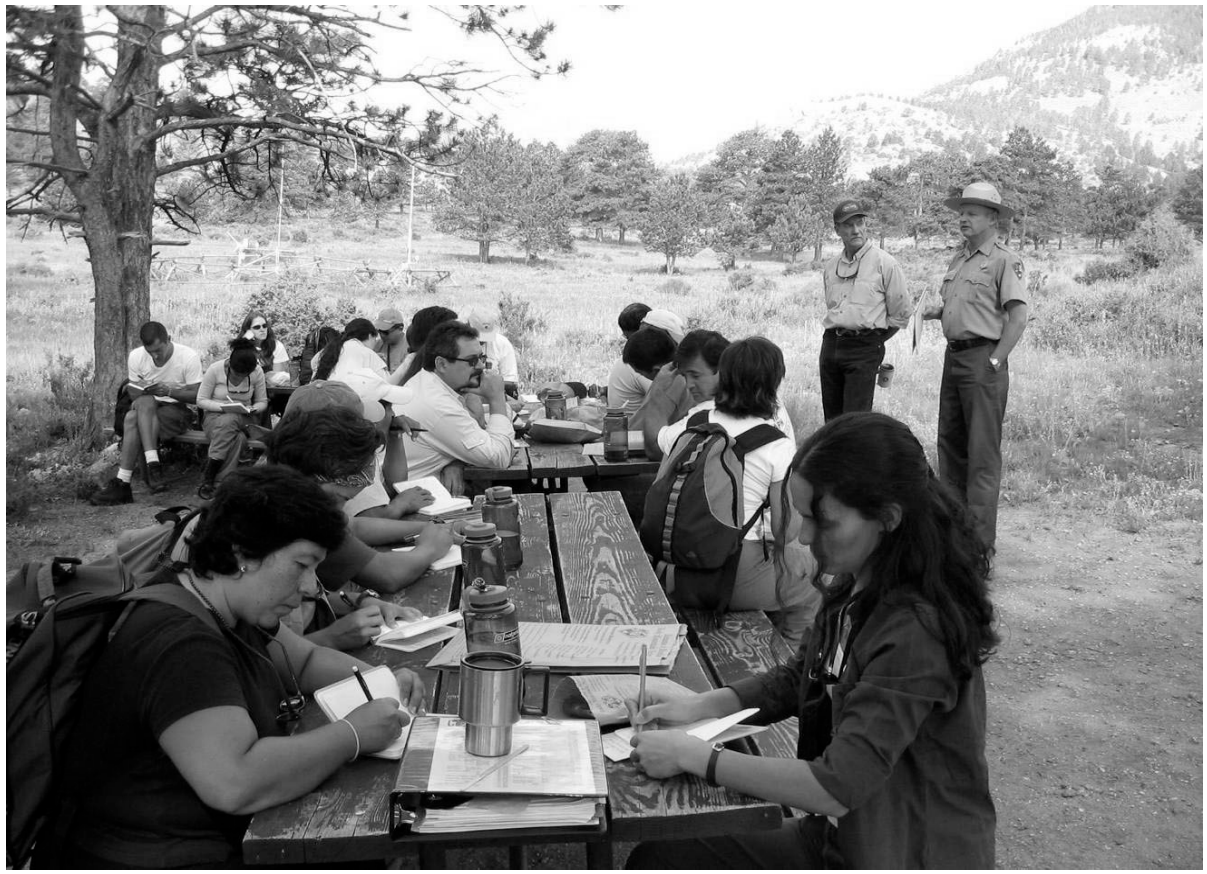
- **Annual 5 week Spanish language course in Protected Area Management for Latin American Land Managers**
- **2006 will be our 16th year**

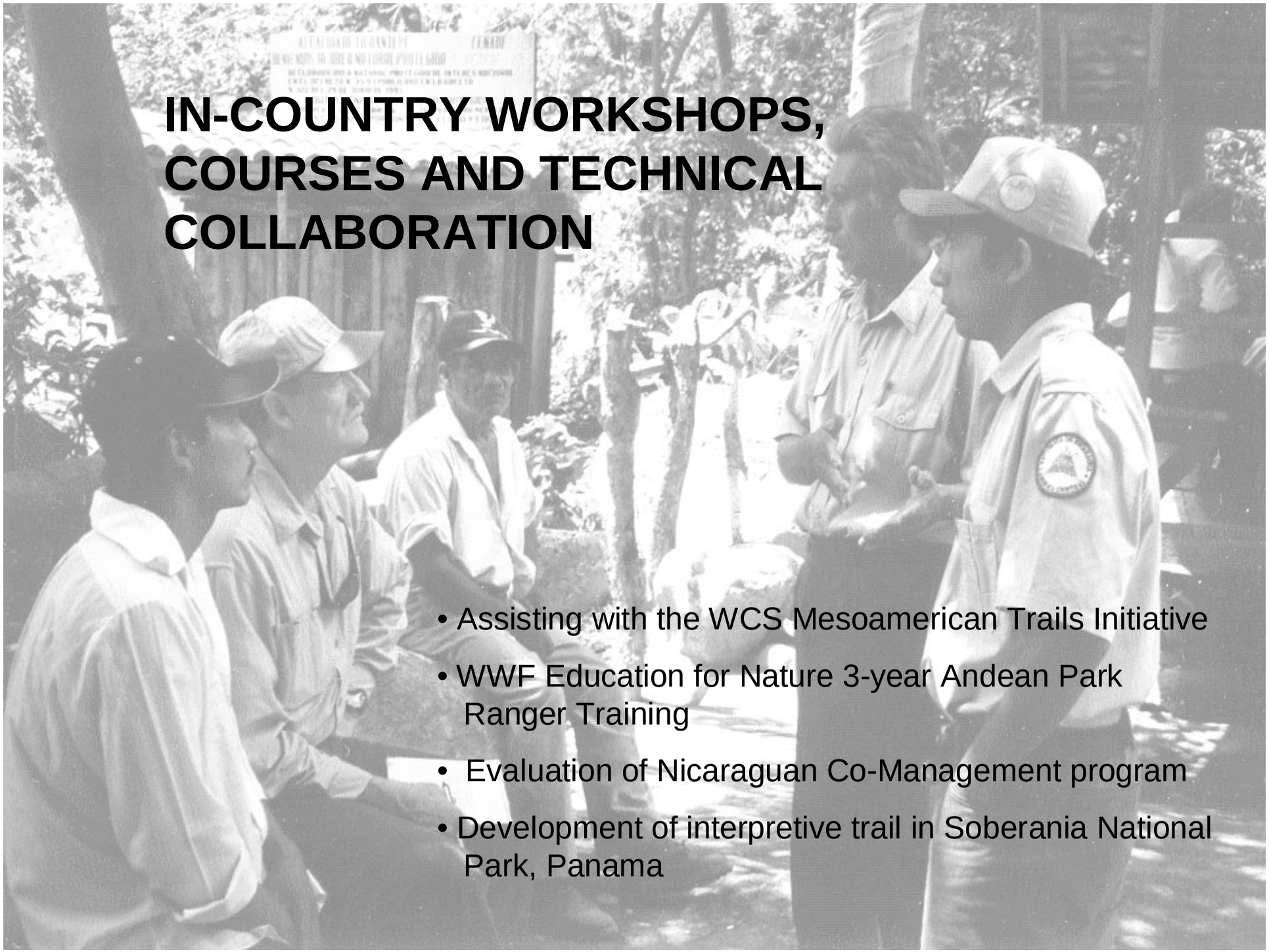
Dinosaur National Monument, NPS

- ***75% of the course is field based, themes include:***
  - ***Integration of wildland protection and social and rural development***
  - ***Management of visitor related impacts***
  - ***Understanding of management by objectives planning frameworks***
  - ***Management of unconforming uses***
  - ***Building relationships with adjacent communities***
  - ***etc.***



This course has trained over 300 managers in 15 years





IN-COUNTRY WORKSHOPS, COURSES AND TECHNICAL COLLABORATION

- Assisting with the WCS Mesoamerican Trails Initiative
- WWF Education for Nature 3-year Andean Park Ranger Training
- Evaluation of Nicaraguan Co-Management program
- Development of interpretive trail in Soberania National Park, Panama

A KEY CAPACITY BUILDING ISSUE IDENTIFIED AT WORLD PARKS CONGRESS, Guides our work

- **Most countries lack either protected area training centers or universities with degree programs that are committed to training protected area professionals over the long term. If structured carefully, such centers of excellence, once developed, can help buffer the effects of changes in government, and fluctuations in NGO funding**

This has become part of our long-term strategy

- **Help to develop or strengthen in-country centers of excellence**
  - **Orlog in Argentina**
  - **Fundacao O Boticario in Brazil**
  - **ECOSUR/Training Alliance in Chiapas and Oaxaca Mexico**

Academic Programs

In Mexico we are using

Training
Internships
Exchanges
Scholarships
from USAID Mexico

In order to:

Create a training center run by the agencies, NGOs and local governments

Create Mexico's first Masters Degree in Protected Area Management

Linking the training and academic programs together at an established university

5 Mexican students will study at CSU for all or part of their masters degrees in protected area management

Many different training events and exchanges for Mexican protected area personnel are included.

Research

- **The Center continually does research on a variety of basic and applied problems to address protected area management issues and inform our capacity building programs.**
  - **Integrating Conservation Objectives into a Decentralizing Land Use Planning, Central America**
  - **Park and fishermen conflict analysis in Galapagos, Ecuador**
  - **Informing carrying capacity decision making, Yosemite and Rocky National Parks, USA**
  - **Soundscapes in National Parks, Muir Woods, USA**

THE NEW PARADIGM IN PROTECTED AREA MANAGEMENT INCLUDES:

- **Viewing protected areas as a part of larger landscapes**
- **Cross-boundary management and collaboration**
- **Innovative partnerships**
- **A diversity of institutional arrangements**

Perceived needs

- Hemisphere wide capacity building strategies
  - Convene a meeting among major training providers in the hemisphere to discuss and create a long term vision
- Develop courses taught in languages other than Spanish and English
- Create thematic courses either in the U.S. or abroad that address Marine Protected Areas.
- Build on going support for already established training centers
- Create mobile courses that can respond to conservation “hot spots”

Our vision

- Approach protected area management capacity building in a collaborative manner with a coordinated effort.

- A capacity building Consortium with *all* U.S. Federal land management agencies, key Universities, and NGO's could provide the structure for this collaborative approach

- CIPAM is a model that we can build on

Overview of Several Existing Training Programs Serving Park and Protected Areas Staff Internationally

Presentation 3: **James Burchfield,**
University of Montana

CIPAM, The Consortium on International Protected Area Management: Collaboration among Universities, Communities and Land Management Agencies

James Burchfield

February 24, 2006

The University of Montana, College of Forestry and Conservation

CIPAM Overview

- Mission is to strengthen capacity for protected area management through education, training, technical cooperation, and research
- Involves the University of Montana, Colorado State University, University of Idaho, and the USDA Forest Service Office of International Program
- Embraces partnership opportunities with the National Park Service and major NGO’s

CIPAM Program Strategies

- Hosts two major international training courses:
- The International Seminar on Protected Area Management, held in Montana in August each year, and
- The International Field Course on Wildlands and Protected Area Management, held in Colorado in July each year
- Provides long-term technical assistance and faculty exchanges to selected regional centers of training, research, and education to build relationships and empower practicing professionals to manage protected areas

Major Areas of Cooperation and Established Partnerships

- Southern Africa – South Africa, Namibia, Botswana, Mozambique
- Central America – Costa Rica, Panama, Guatemala, Nicaragua
- Andean nations – Ecuador, Peru, Bolivia
- Bhutan
- Emerging relationships in Chiapas, Mexico; Kamchatka, Russia, and Guinea, West Africa

International Seminar on Protected Area Management

- Focuses on key themes facing protected area managers:
  - Community participation and co-management
  - Ecotourism and concessions
  - Integrated planning
  - Communication and marketing
- Fosters exchange among participants of effective management strategies
- Observes management challenges in North America
- Develops action plans and strategies for application by participants.

Los Angeles
THE UNIVERSITY OF MONTANA
BRASIL

RANGER

RECRUIT

Young conservation leaders scholarships

- In cooperation with IUCN and the WCPA, two scholarships are provided each year to young leaders in protected area management to attend the major, U.S.-based international seminars
- International seminars stimulate rising professionals to apply to graduate schools at universities across the United States

Presentation 4:

Brent Mitchell, Quebec-Labrador Foundation

To see Brent's presentation, go to

http://www.qlf.org/temp/QLF_NPS_intl_060224.pps