

Evaluating impacts of training in conservation: a case study in Mauritius

BRITTANY SAWREY, JAMIE COPSEY and E. J. MILNER-GULLAND

Table S1 Correlation coefficients, P values and number of pairwise cases (N) from the Spearman's rank correlation test.

	Practical skills			Perception of control			Work environment			Career effects			Theory		
	R_s	P	N	R_s	P	N	R_s	P	N	R_s	P	N	R_s	P	N
Perception of control	0.2678745	0.04593	56												
Work environment	0.423827	0.00801	38	0.4430719	0.001612	48									
Career effects	0.2213934	0.1263	49	0.6830605	9.58E-10	60	0.4355614	0.001973	48						
Theory	-0.03547757	0.7971	55	0.132485	0.2815	68	-0.2199007	0.1467	45	0.1594533	0.2236	60			
Networking	0.03259806	0.8115	56	-0.1019088	0.4012	70	-0.169549	0.2442	49	-0.1203783	0.3514	62	0.02407144	0.8432	70

SUPPLEMENTARY MATERIAL 1 The questionnaire used to evaluate impacts of conservation training in Mauritius. Blue shading indicates *Qualtrics* display logic and explains under what circumstances a particular question would appear.

Q.1 Dear training graduate, I am conducting a study to investigate the impact of conservation training. Below is a survey form that I would be grateful if you would complete fully. Note that the survey will be reported anonymously, so please answer the questions as honestly as you can. The data generated will be shared with both [REDACTED] and [REDACTED] [REDACTED] as part of my MSc thesis. The information produced will be used to inform the future development of conservation courses, and to gain a deeper understanding of capacity development through training. The survey should take c. 10 minutes per course you have taken. Please feel free to contact me at [REDACTED] if you would like further information. Thank you in advance for your time and effort.

Q.2 What courses have you attended from Durrell Wildlife Conservation Trust? Please CHECK ALL THAT APPLY.

- DESMAN
- Facilitation Skills (only)
- Island Species Led Action (ISLA)
- Invasive Species Management (ISM)
- GIS (only)
- Post Graduate Internship
- Post Graduate Diploma Course
- Endangered Species Recovery (ESR)
- Leadership Skills (only)
- Other (please specify) _____

Q.3 What is your nationality?

Q.4 What is your current country of residence?

Q.5 Do you currently consider conservation to be your field of work?

- Yes
- No
- Retired
- I don't know (please explain) _____

Answer If What courses have you attended from Durrell Wildlife Conservation Trust? Please CHECK ALL THAT APPLY... Post Graduate Intern Is Selected

Q.6 How many of the modules of the Post Graduate Intern programme did you attend?

- 1
- 2
- 3
- 4
- Entire programme

Answer If What is your nationality? Text Response Is/Contains: Canada ; Or What is your nationality? Text Response Is/Contains: Canadian

Q.7 Were you part of the New Noah programme?

- Yes
- No
- I don't know

Q.8 In what year did you attend the course? (Please give your answer in four digits; e.g. 1986. If you do not remember, please write 'NA' in the answer box).

Q.9 What did you hope to gain from the course? Please CHECK ALL THAT APPLY.

- Practical conservation skills
- A better foundation in conservation theory
- A qualification
- Improved career prospects
- Networking with other conservationists
- Don't know
- Other (please specify) _____

Q.10 Please rank your reasons for attending the course, with 1 BEING THE HIGHEST PRIORITY.

If Why did you attend the course? Please CHECK ALL THAT APPLY. To gain practical conservation skills. Is Selected

_____ Practical conservation skills

If Why did you attend the course? Please CHECK ALL THAT APPLY. To gain conservation knowledge. Is Selected

_____ A better foundation in conservation theory

If Why did you attend the course? Please CHECK ALL THAT APPLY. To gain a qualification. Is Selected

_____ A qualification

If Why did you attend the course? Please CHECK ALL THAT APPLY. To advance my career. Is Selected

_____ Improved career prospects

If Why did you attend the course? Please CHECK ALL THAT APPLY. To network with other conservationists. Is Selected

_____ Networking with other conservationists

If What did you hope to gain from the course? Please CHECK ALL THAT APPLY. Don't know Is Selected

_____ Don't know

If Why did you attend the course? Please CHECK ALL THAT APPLY. Other (please specify) Is Selected And Why did you attend the course? Please CHECK ALL THAT APPLY. Other (please specify) Is Not Empty

_____ Other (please specify)

Q. 11 Did you gain practical skills from the course?

- Yes
- No
- I don't know

Q. 12 Did you gain an improved foundation in conservation theory from the course?

- Yes
- No
- I don't know

Q. 13 Did you gain a qualification from the course?

- Yes
- No
- I don't know

Answer If Did you gain practical skills from the course? Yes Is Selected

Q. 14 Please give one example of a practical skill you gained from the course.

Answer If Did you gain an improved foundation in conservation theory from the course? Yes Is Selected

Q. 15 Please provide one example of your foundation in conservation theory increasing.

Q. 16 How did your career change in the 12 months following the course?

- Advanced
- Regressed
- Stayed the same
- Not sure

Answer If How did your career change in the 12 months following the course? Advanced Is Selected

Q. 17 Please explain in what way your career advanced.

Answer If How did your career change in the 12 months following the course? Regressed Is Selected

Q. 18 Please explain in what way your career regressed.

Q. 19 Did you pass on what you learned from the course to anyone else?

- Yes
- No
- I don't know

Answer If Did you teach anyone else what you learned from the course? Yes Is Selected

Q. 20 To whom did you pass on what you had learnt?

Answer If Did you teach anyone else what you learned from the course? Yes Is Selected

Q. 21 What did you pass on?

Q. 22 Which of the options below best describes your role immediately prior to when you attended the course?

- Director
- Administrator
- Senior Manager
- Junior Manager
- Researcher
- Technical Staff
- Field Conservationist
- Recent Graduate
- PhD Student
- MSc Student
- Unemployed
- Retired
- Other (please specify) _____

Q. 23 Which of the options below best describes your role 12 months after you attended the course?

- Director
- Administrator
- Senior Manager
- Junior Manager
- Researcher
- Technical Staff
- Field Conservationist
- Recent Graduate
- PhD Student
- MSc Student
- Unemployed
- Retired
- Other (please specify) _____

Q. 24 Which of the options below best describes your role now?

- Director
- Administrator
- Senior Manager
- Junior Manager
- Researcher
- Technical Staff
- Field Conservationist
- Recent Graduate
- PhD Student
- MSc Student
- Unemployed
- Retired
- Other (please specify) _____

Q. 25 Which of the following type of organization best describes where you worked when you attended the course?

- Local government
- National government
- Local non-government
- International non-government
- Academic institution
- Business
- Unemployed
- Retired
- Student
- Other (please specify) _____

Q. 26 Which of the following type of organization best describes where you work now?

- Local government
- National government
- Local non-government
- International non-government
- Academic institution
- Business
- Unemployed
- Retired
- Student
- Other (please specify) _____

Q. 27 How do you feel the course affected your ability to do work, within the organization you went back to after the course, in each of the following areas?

	Significant decrease	Decrease	No change	Increase	Significant increase	Not applicable
My personal understanding of conservation theory	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ability to contribute practically to conservation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal motivation to work in conservation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My belief that I can make a difference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My confidence in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ability to work in a team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ability to engage in critical thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If How do you feel the course affected your ability to do work, within the organization you went back to... My ability to practically contribute to conservation - Increase Is Selected Or How do you feel the course affected your ability to do work, within

Q. 35 Please indicate the number of times you have engaged in the following activities with other students (from your cohort) since completing the course (i.e. delivered the following in partnership with other students).

	0	1	2	3	4	5	5+
Conducted joint training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conducted joint research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conducted joint conservation projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contacted each other for professional support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contacted each other for personal reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q. 36 What age were you (in years) when you started the course?

Q. 37 If you think back to where you were when you attended the course, to what extent do you think the course affected you? [Please CHECK ALL THAT APPLY]

- 0 - It did not affect me at all.
- 1 - It was interesting, but did not directly affect me.
- 2 - It affected me personally but not professionally.
- 3 - It affected me professionally, but not personally.
- 4 - It affected me personally and professionally.
- 5 - It was a stepping stone to getting me where I am today.
- 6 - It was fundamental to where I am today.
- 7 - I would not be where I am today without this course.

Q. 38 Please provide up to three actions you would suggest Durrell training staff take to improve the course. (Write NA in the first box if you cannot think of any actions).

- Action 1
- Action 2
- Action 3

Q. 39 The biggest impact that the course has had on me was...(please answer this question in the box below)

Q. 40 Is there anything else you would like to share about the course?