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

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

	Practical skills		Perception of control		Work environment		Career effects			Theory					
	Rs	Р	N	Rs	Р	N	Rs	Р	Ν	Rs	Р	Ν	Rs	Р	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

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

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 for any and for any and for the future development 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 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
- Dest 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?

- O Yes
- O No
- **O** Retired
- O 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?

- **O** 1
- **O** 2
- **O** 3
- **O** 4
- **O** 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?

- O Yes
- O No
- **O** 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
- $\hfill\square$ 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?

- O Yes
- O No
- **O** I don't know

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

O Yes

O No

O I don't know

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

- O Yes
- O No
- **O** 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?

- O Advanced
- **O** Regressed
- **O** Stayed the same
- **O** 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?

- O Yes
- O No
- **O** 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?

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

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

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

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

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

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

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

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

- **O** Local government
- **O** National government
- O Local non-government
- **O** International non-government
- **O** Academic institution
- **O** Business
- Unemployed
- **O** Retired
- O Student
- O 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?

you went back	Significant decrease	Decrease	No change	Increase	Significant increase	Not applicable
My personal understanding of conservation theory	О	0	O	O	О	о
My ability to contribute practically to conservation	0	0	0	O	0	O
My personal motivation to work in conservation	0	0	O	O	0	О
My belief that I can make a difference	О	О	0	О	О	О
My confidence in my work	О	0	0	О	О	O
My ability to work in a team	О	О	0	0	О	О
My ability to engage in critical thinking	0	0	0	0	0	О

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

the organization you went back to... My ability to practically contribute to conservation - Significant Increase Is Selected

Q. 28 Please give at least one example of how the course has increased your ability to contribute practically to conservation.

Q. 29 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 ability to control invasive or problematic species	o	О	О	o	О	О
My ability to reintroduce species of concern	O	О	О	О	О	O
My ability to participate in ex situ conservation (i.e. captive breeding)	O	О	0	0	О	О
My ability to train others	О	О	О	O	О	O
My ability to restore habitat	0	О	О	О	О	О

Q. 30 To what extent to you agree or disagree with the following statements regarding the course?

	Completely disagree	Disagree	No opinion	Agree	Completely agree	Not applicable
When I returned to work after the course, my manager was interested to hear what I had learned. (1)	O	0	О	О	0	О
My manager does not give me the opportunity to use the skills I gained in the course. (2)	0	0	0	О	0	О
When I returned to work after the course, my colleagues were not interested to hear what I had learned. (3)	O	0	0	0	0	O
On returning from the course, I was asked to give talks to staff on what I learned. (4)	O	O	О	О	0	О
The training provided by the course prepared me for a new role in my career. (5)	O	О	О	О	О	О
The network of professionals that I met in the course has contributed to my professional development. (6)	O	O	0	0	0	О
I would have progressed in my career at the same rate if I had not done the course. (7)	0	0	0	0	0	О

Q. 31 To what extent do you agree or disagree with the following statements regarding	
the course?	

	Completely disagree	Disagree	No strong opinion	Agree	Completely agree	Not applicable
I use the skills I learned on the course in my work regularly.	0	О	0	О	0	O
I would not recommend this course to a co-worker	O	О	0	О	О	O
I feel that this course met my expectations.	О	О	O	Ο	О	O
This course has not helped me do my job better.	0	О	0	О	0	О

Q. 32 How many course staff are you still in contact with now?

O 0

O 1

O 2

- **O** 3
- \mathbf{O} 4 or more

Q. 33 How many fellow students (from your cohort) are you still in contact with now after completing the course?

- **O** 0
- **O** 1
- **O** 2–3
- **O** 4–5
- **O** 6–7
- **O** 8–10
- **O** 11+

Q. 34 Please indicate the number of times you have engaged in the following activities with course staff since completing the course (i.e. delivered the following in partnership with staff).

	0	1	2	3	4	5	5+
Conducted joint training	0	0	0	0	0	0	Ο
Conducted joint research	0	0	0	0	0	0	0
Conducted joint conservation projects	0	0	0	0	0	0	0
Contacted each other for professional support	o	o	o	o	o	o	ο
Contacted each other for personal reasons	o	o	0	0	0	0	ο

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	0	0	0	0	0	0	0
Conducted joint research	0	0	0	0	0	0	0
Conducted joint conservation projects	О	0	0	0	o	o	Ο
Contacted each other for professional support	О	0	0	0	o	o	ο
Contacted each other for personal reasons	ο	0	0	0	o	o	ο

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]

- \Box 0 It did not affect me at all.
- \Box 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.
- \Box 6 It was fundamental to where I am today.
- \Box 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?