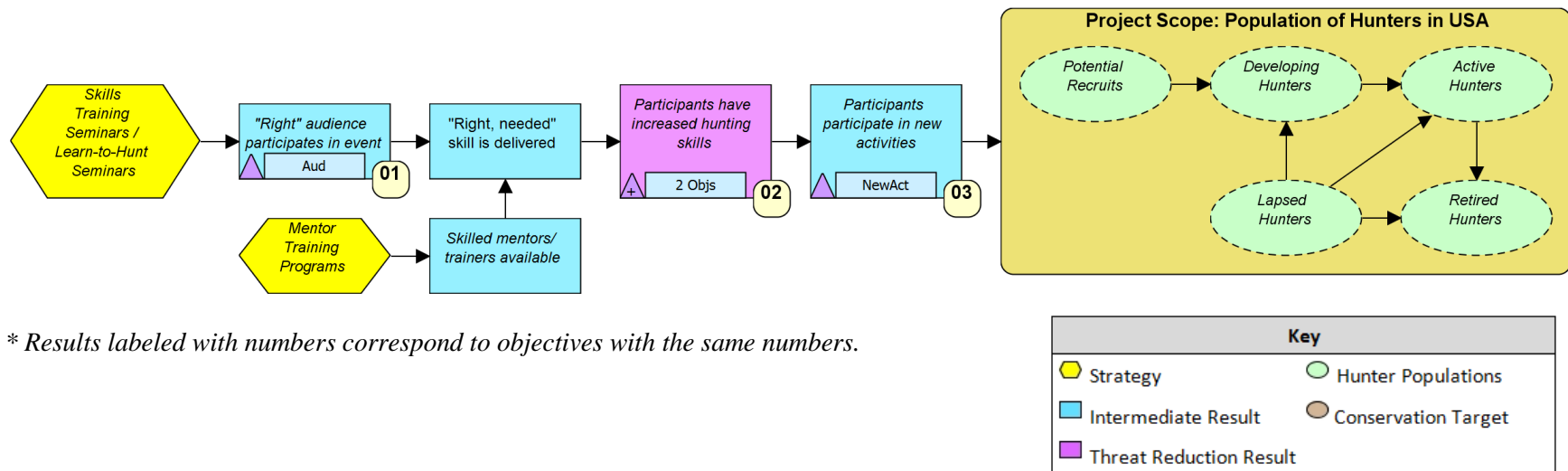


Program Type: Skills Training Seminars and Learn-to-Hunt Seminars

Definition: These seminars are usually species- or equipment-specific learning sessions designed to enhance the skills, knowledge and attitudes necessary for participants to hunt a particular species or use specific hunting equipment. Participants likely possess some hunting experience, but that experience may range from novice to very experienced hunters. These may be indoor or outdoor events and/or may be part of a larger event.

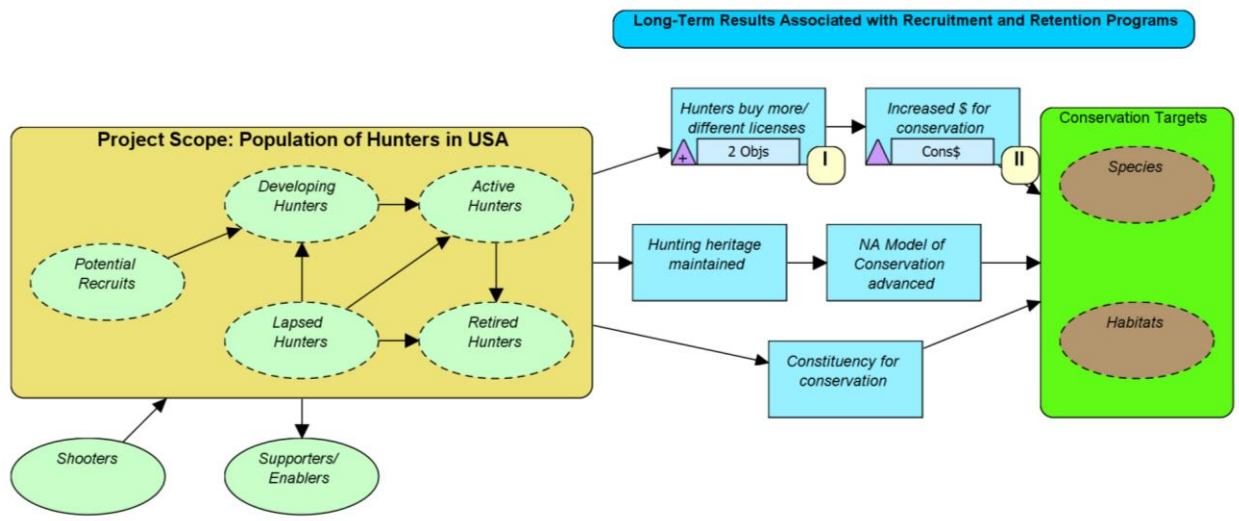
The following figure illustrates the assumed linkages between this event and hunter recruitment and retention. Subsequent pages describe these assumptions in narrative form.

Figure 1. Results Chain for Skills Training Seminars and Learn-to-Hunt Seminars



* Results labeled with numbers correspond to objectives with the same numbers.

Figure 2. How hunter R&R contributes to habitat and species conservation (continuation of the results chain in figure 1).



Program Objectives and Indicators of Success

The objectives and indicators linked to expected results in the above results chain are designed to provide program administrators with the information necessary to identify how successful their program has been in achieving its short-term outcomes and long-term effectiveness.

The following section identifies how and when program managers should gather the necessary data to measure each objective and its associated indicator found within the results chain. It is important to note that the information needed to measure some indicators will come directly from program staff, while questionnaire results from program participants will provide the necessary data for others (these are identified in each result listed below).

It is important to note that questions listed in this section are designed to provide two levels of program improvement data. Primarily, they allow administrators to directly measure the indicators of success for each objective, and thus determine if the assumed logic of the results chain is valid. This type of monitoring is critical for assessing what is working or not working in the program under what conditions. However, monitoring to learn, adapt, and improve the program usually requires a deeper understanding of numerous and varied aspects of the program's implementation. For this reason, questions denoted with an asterisk (*) are intended to provide administrators with information that can improve their specific program by gathering contextual information that help interpret the indicators, and very specifically identify how to improve the program in the future.

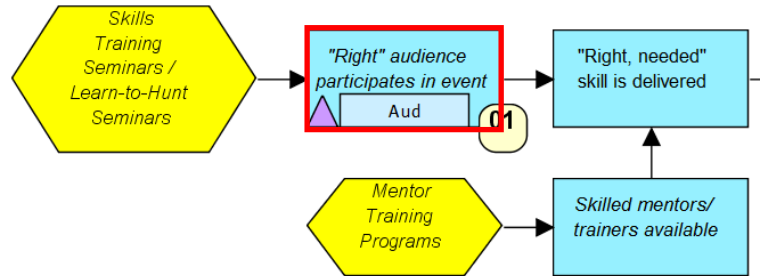
Due to the broad applicability of the Skills Training Seminars and Learn-to-Hunt Seminars results chain, many of the following evaluation questions will require program staff to customize the questions' content in order to make it relevant to the specific program being conducted. Additionally, staff should feel comfortable to add questions that might be useful in improving their specific program. However, please recognize that the questions listed within this section

and the associated questionnaires are essential to measuring the objectives set out in the program results chain and should therefore not be omitted or significantly altered.

Result 01: Right audience participates in event

Objective: At least X% of those participating in the event come from the desired target audience.

Indicator: % of those participating in the event that come from the desired target audience



***Note:** Be sure to identify the desired target audience (e.g., select demographics, individuals with little access to mentoring support, non-hunters, developing hunters, etc.) and why they are important to your agency or organization. This is critical to the success of the program and the applicability of the evaluation questions listed below.

Method: Questionnaire/survey for participants, staff assessment for agency questions

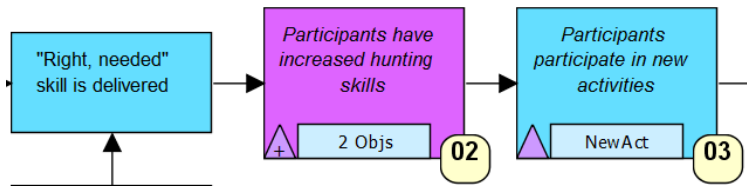
When: Prior to event

Questions to Measure Objective

Question	Source of Data		Comments
	Agency	Participants	
1. Who is the desired target audience? Approximately what proportion of the event participants come from this target audience? (Actual %)	X		
2. Have you ever done X activity before? (If yes, how often?)		X	
3. How much knowledge do you have of the following topics? (In other words, how much do you know about the topic even though you may or may not have applied what you know?) (4 point Likert)		X	List topics that are relevant to the particular seminar. However, list only teaching points that are knowledge based; specific skills are addressed in the next question.
4. How confident do you currently feel in your skills related to the following topics?		X	List the topics that are relevant to the particular seminar. List only the aspects of the seminar that are skills based.

Result 02: Participants have increased hunting skills

Objective (Skills acquired from Event): At least X% of participants indicate they are confident in the hunting skills or skill levels acquired through the program.



Indicator (Skills acquired from Event): % of participants that indicate they are confident in the hunting skills or skill levels acquired through the program.

Objective (Skills acquired after Event): At least X% of participants indicate that as a result of participation in the program, they acquired additional hunting skills and confidence beyond what they acquired in the program.

Indicator (Skills acquired after Event): % of participants that indicate that as a result of participation in the program, they acquired additional hunting skills and confidence beyond what they acquired in the program

Method: Participant questionnaire/survey

When: End of event and beyond

Questions to Measure Objective

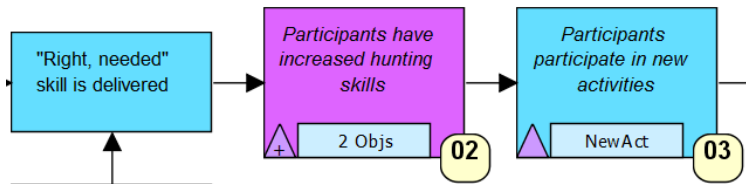
Question	Source of Data		Comments
	Agency	Participants	
1. How much did this event help you to develop the following skills? (4 point Likert)		X	Use the same list of skills developed for question four of Result 01. (Question three in the Pre-Event Questionnaire)
2. How confident are you in the skills you learned to now be able to do X activity? (4 point Likert)		X	
3. *Are there ways this event could better help you learn any of the above skills? If so, please specify which skills and what help you would need.		X	
4. *Are there any additional hunting skills that you would like to have learned at the event? If so, what are they?		X	
Below questions are for Follow-Up questionnaire (measuring skills acquired after the event)			
1. To what degree did this event help or encourage you to develop new hunting skills? (4 point Likert)		X	
2. Of the skills you learned at the event, which of the following have you continued to develop on your own?		X	Use same topics as skills question in pre-event questionnaire (Question 4 in pre-event

Question	Source of Data		Comments
	Agency	Participants	
(Check all that apply)			questionnaire)
3. What additional hunting skills (not stated above) have you acquired since participating in the event?			

* Questions designed to provide direct feedback and suggestions for managers to improve program.

Result 03: Participants participate in new activities

Objective: Within X months of participating in the event or program, Y% of participants participate in at least one new or self-initiated hunting and/or hunting-related activity.



Indicator: % of participants that participate in at least one new or self-initiated hunting and/or hunting-related activity within X timeframe of end of event

Method: Participant questionnaire/survey

When: Follow-up (X timeframe after event)

Questions to Measure Objective

Question	Source of Data		Comments
	Agency	Participants	
<p>1. As a result of participating in this program, have you gone hunting or participated in any new hunting-related activities? (Y/N)</p> <p>*If no, why didn't you participate in any new activities?</p> <p>*If yes, please answer the following three questions:</p> <p>a) What activities?</p> <p>b) What, if any, support or help have you received that encouraged you to participate in new hunting activities?</p> <p>c) What additional support or help do you need to continue participating in hunting activities?</p>		X	

* Questions designed to provide direct feedback and suggestions for managers to improve program.