

## Tips for Training and Capacity Building

1. Think about the training you need to deliver a successful program. A training plan can map out what training is needed amongst your crew, on what schedule, and at what cost.
2. You may have some training that you provide every year to ensure basic safety. Other training may be targeted to a particular project or individual.
3. Try to deliver training that is hands-on, practical, in the field when possible, and draws on the experience of seasoned guardians and land users in your community. Create opportunities for mentoring and on-the-job learning.
4. Don't focus exclusively only on technical skills training. Offer training such as interpersonal communications, cultural knowledge, conflict resolution, team building, and leadership skills.
5. Support attendance at training by keeping it local, providing childcare, and scheduling it before or after demanding field seasons. Support those with literacy or numeracy challenges to fully participate.
6. Look for opportunities to provide training in the community. By doing so, you may be able to bring guardian staff together with staff from other programs that can benefit from the training. Similarly, bring guardians from other communities in the region together to run joint training, reduce costs and strengthen relationships.
7. Consider identifying individual staff to specialize in certain areas and tailor their training accordingly (e.g. archeology, forestry, compliance monitoring and enforcement, research or environmental monitoring).
8. Learn from your training successes and mistakes. Invite formal feedback from course participants and instructors. Adapt your training approach and plan based on what you hear.