

What constitutes a successful training programme?



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NF-POGO Alumni Network for Oceans

A. From the point of view of a trainee

- **Network building**- contacts maintained for life
- **Creation of an interdisciplinary** group-exposure to a new knowledge and culture/ promotes conceptual thinking out of the box
- Strengthened **research skills** (critical thinking, analytical skills)
- Improved **transferable skills**, that are not specific to a subject of a training (networking and collaboration, project planning, publishing, proposal writing, articulation/presentation etc)
- **Measurable output** from the training (e.g. publications)
- **Long-term access to tools (e.g. equipment, software, data libraries)** - probably through partnerships that are built during the training

The knowledge transfer doesn't stop with the training

A. From the point of view of a trainee

- **The trainees and their skills are able to** participate in different networks, meetings and conferences.
- **Continuous knowledge transfer** (trainee is accountable for the knowledge/training acquired.)
- Techniques learnt can be **applied/adapted** in trainees home countries (language, availability of equipment/consumables/manpower)

The training doesn't stop with the training

B. From a country/institute's perspective

- The **theme** of the training **was directly related to the institutional** or country's priority area of research, which brought in (i) specialized training courses, (ii) skill development curriculum for the participants.
- The theme was **interdisciplinary**, so it brought wider expertise than what was needed immediately. This kind of program can help broadening the research arena of the institute, and allow them to further engage with other organizations/countries.
- The training led to sustained **capacity building**, that included providing access to facilities that were previously unavailable to the institution or country. It could then promote new discipline of study, and help the institutes further recruit interested students and researchers, which is often a priority for them.

B. From a country/institute's perspective

- The training **significantly broadened the knowledge on certain research themes**, so the participants eventually contributed to or led new collaborations across institutions and/or countries.
- This way the institutes or countries can become well equipped with knowledgeable and dedicated individuals, and can react to new educational or research initiatives taken either by the concerned governments or the international community.
- The training delivered something for scientists **at all career stages**.
- The training **enhanced teaching skills and the visibility of the institution in local/global levels**.
- Finally, the training provided **a platform for improving the research profile of the institutes or countries**, e.g., through providing specific inputs on writing better quality dissertations or research papers.

Feedback on Training in POGO and SCOR Programmes

Introduction

The Panel on Observations of the Global Oceans (POGO) and Scientific Committee on Oceanic Research (SCOR) are seeking your help to evaluate the effectiveness of our capacity-building activities. Please take a few minutes to answer the following questions. Thank you in advance for your help!

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Personal Information (optional)

1. Name:

2. Institution:

3. Email address:

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Personal Information

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1. Name: Training Information

* 4. Age at time of training:

2. Institution

* 5. Occupation at time of training

3. Email address

- Student
- Researcher
- Lecturer
- Research assistant/Technician
- Data Manager
- Unemployed

Other (please specify)

* 6. Qualifications at time of training

- B.S./B.A. degree

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Reason(s) for training

* 9. Why did you apply for this training?

	Strongly agree	Somewhat agree	Uncertain	Somewhat disagree	Strongly disagree
The training was relevant for the degree on which I was working	<input type="radio"/>				
The training was relevant to my job at the time	<input type="radio"/>				
The training was relevant for a new/different job I was moving to or applying for	<input type="radio"/>				
My supervisor/line manager recommended that I apply for the training	<input type="radio"/>				
The training would provide access to expertise that was not available at my home institution	<input type="radio"/>				
I wanted to specialize in a new/different area of marine science	<input type="radio"/>				
I wanted to broaden my knowledge of marine science	<input type="radio"/>				
I wanted to be in a better position to apply for a postgraduate degree programme (M.S. or Ph.D.)	<input type="radio"/>				
I needed training in equipment that my institution had purchased or was planning to	<input type="radio"/>				

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iPad 17:10 36%
SurveyMonkey, Inc

Reason(s) for training

iPad 17:12 37%
SurveyMonkey, Inc

Results of training

* 10. Results of training

	Strongly agree	Somewhat agree	Uncertain	Somewhat disagree	Strongly disagree
The training provided knowledge and skills relevant to my degree	<input type="radio"/>				
The training provided knowledge and skills relevant to my current job	<input type="radio"/>				
The training provided knowledge and skills for a new job I was moving to or which I was applying for	<input type="radio"/>				
The training provided access to expertise that was not available at my home institution	<input type="radio"/>				
The training provided knowledge and skills in a new/different area of marine science	<input type="radio"/>				
The training broadened my knowledge of marine science	<input type="radio"/>				
The training put me in a better position to apply for a post-graduate degree (M.S. or Ph.D.)	<input type="radio"/>				
The training allowed me to learn how to use a piece of equipment my institution had purchased	<input type="radio"/>				

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Long-term Career Impacts (if more than 5 years since training)

* 12. Related to your current position, did your training help you to (mark all that apply):

- obtain a permanent position as a researcher in marine science or a related field
 become a university lecturer in marine science or a related field
 obtain a position in management in marine science or a related field
 obtain a position in industry or consultancy related to marine science
 obtain a position in the field of marine policy
 obtain a better-paid position
 obtain a more-secure position
 obtain a more fulfilling position

Other (please specify)

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Thank you!

Thank you for taking the time to respond to this survey! The results of the survey will help POGO and SCOR improved their capacity building activities.

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- Research assistant/Technician
- Data Manager
- Unemployed

Other (please specify)

obtain a more fulfilling position

Other (please specify)

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How to design a questionnaire addressed to former trainees?

- Easy to be answered
 - online
 - brief
 - objective (categories, multiple choice)
 - Straightforward language (English is the second language of many)
 - But provides some space for additional comments at the end of the survey
- Possibility to save and return to it later (recognition of email address)
- Option to answer anonymously
- Includes a small introduction explaining how important is the feedback from alumni
- Test run the questionnaire to provide an estimate on how long it takes to be completed