What constitutes a successful training programme?
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.

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*Capacity building and capacity sustentability*
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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1. Name: 

2. Institution: 

* 4. Age at time of training: 

* 5. Occupation at time of training

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

Other (please specify) 

* 6. Qualifications at time of training

- B.S./B.A. degree
The Panel on Observations of the Global Oceans (POGO) and Scientific Comm are seeking your help to evaluate the effectiveness of our capacity-building act to answer the following questions. Thank you in advance for your help!

Personal Information

1. Name: 

2. Institution: 

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

   * 5. Occupation at time of training

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

   * 4. Age at time of training:
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Results of Training

<table>
<thead>
<tr>
<th>* 10. Results of training</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Uncertain</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The training provided knowledge and skills relevant to my degree</td>
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<tr>
<td>The training provided knowledge and skills relevant to my current job</td>
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<tr>
<td>The training provided knowledge and skills for a new job I was applying for</td>
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<tr>
<td>The training provided access to expertise that was not available at my home institution</td>
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<tr>
<td>The training provided knowledge and skills in a new/different area of marine science</td>
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<tr>
<td>The training broadened my knowledge of marine science</td>
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</tr>
<tr>
<td>The training put me in a better position to apply for a postgraduate degree (M.S. or Ph.D.)</td>
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<tr>
<td>The training allowed me to learn how to use a piece of equipment my institution had purchased</td>
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</tr>
</tbody>
</table>

Feedback on Training in POGO and SCOR Programmes

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   * Unemployed

   Other (please specify) 

4. Age at time of training: 

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   * B.S./B.A. degree
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Results of training

* 10. Results of training

Within 5 years of receiving the training, do you believe the training had a positive effect on your education/career, in any of the following ways?

- The training allowed me to enrol in a graduate course (M.S. or Ph.D.) in my home country.
- Not very well
- Not at all

Feedback on Training in POGO and SCOR Programmes

Medium-term Impacts

* 11. Within 5 years of receiving the training, do you believe the training had a positive effect on your education/career, in any of the following ways?

- Very well
- Moderately well
- Not very well
- Not at all

Feedback on Training in POGO and SCOR Programmes

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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1. Name:

2. Institution:

3. Email address:

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

4. Age at time of training:

5. Occupation at time of training:

6. Qualifications at time of training:

- B.S./B.A. degree
Feedback on Training in POGO and SCOR Programmes

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.

* 6. Qualifications at time of training
   - B.S./B.A. degree

Powered by SurveyMonkey
Check out our sample surveys and create your own now!
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