

Workshop Report

Caribbean Training of Trainers Workshop



Key Largo, Florida
June 20-24, 2010

The Nature Conservancy

Background

Over the past 5 years, The Nature Conservancy and partners have hosted trainings for over 180 reef management practitioners representing over 50 countries. These trainings were based on resilience tools from TNC & collaborators, and included site-focused activities. A major outcome of these workshops was the development of the Resilience Practitioners Network. The workshops focused on incorporation of resilience into coral reef management and planning; providing managers with practical solutions for coral reef management in the face of global change; facilitating peer-to-peer exchange between coral reef managers; and initiating a global communication forum for managers working to incorporate resilience at their sites.

Responding to a clear need for these workshops, The Nature Conservancy, in partnership with NOAA, and with support from the John D. and Catherine T. MacArthur Foundation, offered a workshop in June 2010 for Trainers from throughout Florida and the Caribbean. Participants in the Training of Trainers Workshop (TOT) could then work to train their local partners to build resilience into reef management and about the tools available for addressing the impacts of climate change. The TOT workshop brought together managers/trainers from throughout Florida and the Caribbean to learn and share ideas as well as further develop their training and facilitation skills. The workshop was designed to provide an atmosphere of exchange and creative problem solving so that participants left with a specific draft-training plan for their locale. Resources recently developed through major international collaborations were highlighted and distributed to participants (e.g., Resilience Toolkit, Reef Managers Guide to Bleaching, etc.) Regional and global experts in coral reef management facilitated the workshop.

The workshop ran from Monday, June 21st to Thursday June 24th, 2010 in Key Largo, Florida. Participants in the workshop were expected to actively participate in an online course before the in-person workshop, which ran for 12 weeks and began March 1, 2010 at www.conservationtraining.org.

Objectives of the Workshop

The TOT workshop is designed to strengthen existing capacity within the region by training conservation leaders to be resilience experts in their communities and institutions. These trainees are expected to share what they learned in the workshop using the tools provided and skills acquired to implement additional trainings and apply the approaches in their communities. After completion, participants in the workshop are able to provide support and information to other coral reef managers working within their region, acting as critical “nodes” within the Resilience Practitioners Network, enhancing linkages among managers within a region. Participants came away from the workshop well equipped with both the training curriculum and related resources; they will also receive ongoing updates and new resources as they are available.

Expected Results of the Workshop

Workshop participants are a special sub-group of the Resilience Practitioners Network who will receive more detailed communications than the Network at large, will be expected to actively participate in Network events and opportunities, and are expected to complete one in country training for reef managers and colleagues within six months of the workshop.

Workshop Participants

Space was limited to approximately 25 participants for this workshop. Participants were selected through a competitive application process. Individuals were selected in pairs from each attending country or state when possible so that they could work together after the workshop to support reef managers in their area. All workshop expenses, including travel and hotel accommodations, were covered by TNC.

Methodology

Workshop participants took part in a three-month, intensive online course based on the Reef Resilience curriculum (www.conservationtraining.org) and were required to make weekly discussion postings in addition to weekly online assessments and completion of one long-term management planning assignment. For that assignment, participants were given the choice between creating a draft bleaching response plan or a draft bleaching communication plan.

By the time participants came together for the workshop, they were (a) familiar with one another and the unique challenges/approaches of their sites and (b) well-versed in the Reef Resilience toolkit content.

With this level of knowledge in mind, the workshop focused on giving participants the tools they need to become successful trainers. The workshop topic areas were introduced in a sequence that was designed to (1) establish fluency and comfort with the Toolkit content; (2) build toward skills that would make participants successful trainers when they returned to their countries; and (3) leave the workshop with specific training action plans.

The first two days of the workshop were heavily focused on content. Trainers gave PowerPoint presentations for each of the seven modules in the curriculum, and spent 15 minutes before each module providing 'training tips' based on experiences from previous trainings. These presentations were given in their entirety, so that participants in the workshop could go home to their countries and be prepared to give the presentations themselves. On the second day of the workshop, we spent the afternoon doing a mock fieldtrip, to approximate a field trip featuring resilient and non-resilient coral sites that trainers could incorporate into their own workshops at home.

Days three and four focused on training skills, including facilitation, presentation skills, training evaluation and the development of training implementation plans. We spent ½ day on facilitation skills, including several group dynamic exercises. The

afternoon was spent developing presentation skills, through individual presentations based on the Reef Resilience toolkit to small groups. On Day Three Georgina Bustamante of CAMPAM shared information about the regional support network for protected area managers. Finally, on the last day of the workshop, we spent the morning discussing how to evaluate the effectiveness of training programs. Finally, the remainder of our final day of the workshop was spent in regional and country teams working on draft training implementation plans.

Each night of the workshop, there were group dinners where participants were given additional time to socialize and make connections with each other.

Results, Conclusions, Recommendations and Lessons Learned

- Many countries are very far along in their thinking about bleaching response, and participants are ready to develop trainings based on Reef Resilience.
- Most participants have strong relationships with reef user groups, which they can parlay into possible monitoring networks and training audiences.
- Facilitation skills are an area where all participants were interested in receiving more training. This includes facilitating workshops as well as public meetings and handling difficult people.
- For future workshops, we will spend more time developing training action plans, so that participants can leave with a finished product and be ready to go home and implement training.
- It is ideal to include seed funding for first workshops as part of the TOT program, and have that mechanism in place before the workshop. We have responded to this need and are currently implementing a seed-funding program available to all workshop participants.
- Participants benefited from the interaction with one another as much as their interaction with mentors. There was a wonderful atmosphere of exchange throughout the entire workshop.

Follow-up Action Plan

- Review training action plans
- Small grants for training
- Engage participants in social networking site
- Mentor participants through development of their own training programs and issue Trainer certificates when each participant has hosted one training
- Changes to agenda based on evaluation
- Continue to solidify connections with CAMPAM

Training Plan Summaries Presented at Workshop

Following are summaries of draft training plans presented by each country team or regional team at the workshop. Participants were given a deadline to complete and submit these training plans, however we are still accepting plans for consideration based on the needs and limitations of our participants.

Bahamas – Plan to integrate Reef Resilience curriculum with AAUS training and AGGRA for magnet high school students.

Florida – Plan to target people who manage coral reefs in Florida. Will utilize reef managers meeting (about 25 people), over three days, with one topic per day. Day one will cover Reef Resilience, Day two will focus on Marxan and Day three will focus on the development of a bleaching response plan.

Belize, Nicaragua, Mexico – Similar objectives, will focus on replication at their sites. Clarence will focus on fishers/divers in the Pearl Cays, Nicaragua. Hernando will gather a group of ten or less mid-level resource managers in S'ian Kan, Mexico. Virginia will focus her training on rangers, managers and supervisors at Glovers Reef, Belize and Saleem will focus on those same groups (also TIDE staff) at Port Honduras, Belize. These trainings are planned for August 2010. All of these site-based workshops will focus on building resilience into MPA's, with specific emphasis on the principles of resilience as well as bleaching/early warning response plans and bleaching monitoring.

USVI/Puerto Rico/BVI – Workshop will focus on 'Connecting Resilient Common Cruising' across jurisdictional borders. They will focus on the concept that Responsible Cruising = Resilient Reefs. They plan to bring together stakeholders in a secluded place, and are thinking about hosting the workshop in Culebra, Puerto Rico. They will have funding for this workshop through the existing CRCP partnership.

Trinidad and Tobago – Plan to fit trainings under their existing fisheries budget. Will focus primarily on the bleaching response aspects. Part one of their workshop series will focus on reporting and will include fishers and dive operators. Part two will focus on monitoring and will focus on divers, government officials and university professionals. They plan to travel to fishing villages and hold their talks in the local rum shop. Trainings will happen in the afternoon, 6pm or later and will last no longer than 1.5 hours. Their goal will be to get fishers to report and understand bleaching. They will teach how to identify bleaching, how to report bleaching and will give some background on climate change. They plan to utilize Lauri MacLaughlin's slideshow quiz and will provide laminated take home references. With the second group of workshops, they plan to show the 'gorilla video' and focus on what can be done, including drafting a bleaching response plan, identifying a bleaching response team and focusing on communication and outreach.

Grenada – Will focus on developing a bleaching response plan and encouraging dialogue among key stakeholders. For managers, they will host 4 1-hour sessions in local venues (rum shops) over 2 months focusing on the concepts of coral bleaching and reef resilience. They will also focus on developing a reporting network, as well as a highly trained small group (up to 6) skilled in collection and monitoring techniques.

St. Martin and St. Lucia – They would like to focus on the development of a transboundary network of MPA's. Their introductory meeting will provide a forum for a commitment to follow-up action and will include ministers, hotel developers/owners, marine police, fishers, divers, Dutch ministry and French ministry. They will make the presentation audio-visual and will provide CD's for participants. It will take place on St. Lucia, for one day (9am-5pm). They will explain why we need to conserve marine biodiversity and explain the principles and components of reef resilience. They will explain resilient MPA networks. In the afternoon, they plan to present relevant legislation and focus on how to regulate transboundary MPA's. They will also take a field trip to SMMA.

Jamaica – They will host a two day workshop entitled “Coral Bleaching: Observe to Conserve” in mid-August 2010. The location will either be Discovery Bay or Port Royal. They will work together on a bleaching response plan and will train observers in a local Jamaica bleach watch program. They will focus on raising awareness of the causes of bleaching and hope to gain support for bleach watch. The participants will be dive operators and they hope to form a template for training that can be re-used. Day one will be in the classroom and Day two will focus on the activity ‘You Make the Call’ as well as development of bleaching response plans. Also on Day two, they will spend part of the day diving, using the bleaching ID card, filling out the forms and going through the procedure.

Caymans – Over the next couple of months, they plan to host a workshop entitled “Reefs for the Future”. They will provide: an overview of climate change, current threats, DOE local research findings, Resiliency principles, management strategies, identification of key areas (MPA design) and development of an action plan for the way forward.

Panama/Costa Rica/Colombia – They will focus their efforts on building a divers network for reef resilience. They will be looking for results in the short-medium term. Their trainings will have three objectives: (1) By 2012, a network of 30 dive operators are trained in early warning monitoring (2) By 2012, a network of NGO's systematically uploads bleaching information and interacts and (3) By 2014, which includes results in management change. They will host one training for dive operators in each country and will host workshops for 2 days in off-season. Day one will focus on coral reefs and climate change, principles of resilience, resilience indicators, and monitoring protocols. On day two they will host a field trip. There will be a facilitator for each country (ICRI-Colombia, KETO-Costa Rica, MarViva – Panama) and they will also translate the Reef Resilience materials into Spanish.

Evaluation by Participants

Overall, participants found the workshop to be valuable. One of the most popular modules was the Facilitation Module, with most participants suggesting that we spend more time on this. From the comments received, it is clear that more training on how to communicate is needed – both for facilitation and presentation skills. Participants noted that online course was very effective in terms of transferring reef

resilience knowledge and that during the in-person training, efforts should be focused on developing their own training plans and developing training skills. Participants also wanted to learn more about social resilience and suggested giving more time to it on the agenda. As with past workshops, one of the most valuable outcomes of the workshop was new connections made between practitioners and the opportunity to share lessons learned.

Conclusions

This was by far the most exciting Reef Resilience Training we've lead since we began in 2005. Participants were highly committed, engaged, and motivated to return to their countries and incorporate what they have learned as well as develop and implement a resilience-themed training or outreach activity. The combination of the online course and in-person training, with additional emphasis on training skills is effective and we expect to be able to make some minor adjustments for the upcoming Pacific training. We anticipate spending more time on training skills, having funding mechanisms in place for defraying costs of the in-country training activities at the time of the workshop, and including more information on socio-economic issues relevant to the topic.

List of participants

Name	Title	Institution	Country
Aaron Hutchins	Director of Government Relations	The Nature Conservancy	USVI
Clarence Gonzalez	Project Manager/University teacher	University of the Autonomous Regions of the Nicaraguan Caribbean Coast	Nicaragua
Cristina Sanchez Godinez	Biologist	Keto Foundation	Costa Rica
Croy McCoy	Senior Research Officer, Research and Assessment	Cayman Islands Department of Environment	Cayman Islands
Finfun Peters	Marine Warden	BVI National Parks Trust	British Virgin Islands
Hector Horta	Reserve Manager	Department of Natural & Environmental Resources	Puerto Rico
Hernando Cabral Perdomo	Climate Change and Threat Abatement Coordinator	The Nature Conservancy	Mexico
Jahson Alemu	Coral Reef Research Officer	Institute of Marine Affairs	Trinidad and Tobago
Jamie Monty	Fishing, Diving and Other Uses Coordinator	Florida Department of Environmental Protection's Coral Reef Conservation Program	US - Florida
Jerry Mitchell	Research Scientist/Marine Protected Area Officer	Windward Islands Research and Education Foundation	Grenada
Kemit-Amon Lewis	Coral Conservation Manager	The Nature Conservancy	USVI
Lauri MacLaughlin	FKNMS Resource Manager	NOAA	US - Florida
Leno Davis	Conservation Coordinator	The Nature Conservancy	Bahamas
Malena Sarlo	Marine Scientist & Planning Specialist	The Nature Conservancy	Panama
Marcia Creary	Environmental Data Manager	Centre for Marine Sciences, University of the West Indies	Jamaica
Newton Eristhee	General Manager	Soufriere Marine Management Association	St. Lucia
Nohora Galvis	Executive Director	Fundacion ICRI Colombia for Coral Reefs	Colombia

Name	Title	Institution	Country
Orlando Harvey	Marine Biologist/Natural Resources Officer	Tobago Cays Marine Park	St. Vincent and the Grenadines
Pauline Malterre	Manager of Scientific Studies	Natural Reserve of Saint-Martin	St. Martin
Pilar Herron	Marine Protected Area Specialist	The Nature Conservancy	Colombia
Rosa Viruel	Biologist - Monitoring	CONANP	Mexico
Sean Green	Environmental Officer	National Environment and Planning Agency	Jamaica
Seleem Chan	Marine Manager	Toledo Institute for Development and Environment	Belize
Shannon Gore	Marine Biologist	Conservation & Fisheries Department	British Virgin Islands
Stephen Nimrod	Instructor in Marine Biology/Ecology	St. George's University	Grenada
Timothy Austin	Deputy Director, Research and Assessment	Department of Environment	Cayman Islands
Virginia Burns	Technical Coordinator, Global Conservation Programme	Wildlife Conservation Society	Belize