DEMONSTRATING CHANGE IN KNOWLEDGE, SKILLS & PRACTICE

Why measure knowledge, skills change and practice change?

Measuring change in NRM knowledge, skills and practice helps to provide an indication of the impact that an activity has had whilst justifying the investment of time and money spent. When demonstrating improved capacity in NRM it is especially important to show that knowledge and skills have **been retained** and are **being used.**

Measuring knowledge and skills change

Measuring change in NRM knowledge and skills can be done at the end of a training activity by asking for the information such as:

Rate your level of knowledge on the scale below with **B** (BEFORE training) & **N** (NOW)

1 2 3 4 5 6 7 8 9 10
Low High

Rate your level of skill on the scale below with **B** (BEFORE training) & **N** (NOW)

1 2 3 4 5 6 7 8 9 10
Low High

To gain further information on the value of the content you could ask the following questions:

Of the information presented, how much is likely to be useable to you?

- ☐ 0 - 20 %
- ☐ 21 - 40 %
- ☐ 41 - 60 %
- ☐ 61 – 80 %
- ☐ 81 – 100%

How will use your new knowledge / skills and what outcomes do you hope to achieve?

Measuring knowledge and skills retention

To collect this information you will need to contact participants several weeks or months after the training activity. Simple questions to ask could be:

To what extent have you used your new knowledge / skills?

- ☐ To a great extent
- ☐ To a moderate extent
- ☐ To a slight extent
- ☐ Not at all

How have you used your new knowledge / skills and what outcomes or benefits have you noticed?

Assessing practice change

Practice change involves the adoption of new mindsets, processes and practices. It is a vital process for achieving improved natural resource condition.

The activities and benefits linked with practice change are likely to take place over several months. It is important to consider how you will assess the changes early on so other people and groups engaged in the process know what to expect.

Practice change should demonstrate specific outcomes and benefits and can be assessed through asking a series of questions such as:

What practice have you changed?
What was the motivation?
What did you do? (details of activities)
Who was involved?
What did you learn?
What challenges/barriers were there?
What are the benefits/outcomes?

- Environmental
- Financial
- Social

What advice do you have for others?
Where to from here?

Communicating change

Don't forget to communicate the outcomes gained from knowledge, skills and practice change. This will help to raise the profile of the work that is being done and may benefit others involved in similar activities. Guidelines for 'Writing a Case Study' and 'Promoting your Project' can be found at www.territorynrm.org.au.

***Note**: This guideline was developed by Territory Natural Resource Management (TNRM) to provide some basic ideas on how to demonstrate change in knowledge, skills and practice. It does not intend to limit the use of other effective methods that individuals or groups may wish to use.*

FURTHER INFORMATION

Contact your Regional Coordinator for further information and support: 08 8942 8300 / info@territorynrm.org.au

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