



CLFT

*Conservation
Leaders for
Tomorrow*

ROCKY MOUNTAIN ELK FOUNDATION EXECUTIVE SUMMARY & WESTERN IMPACTS

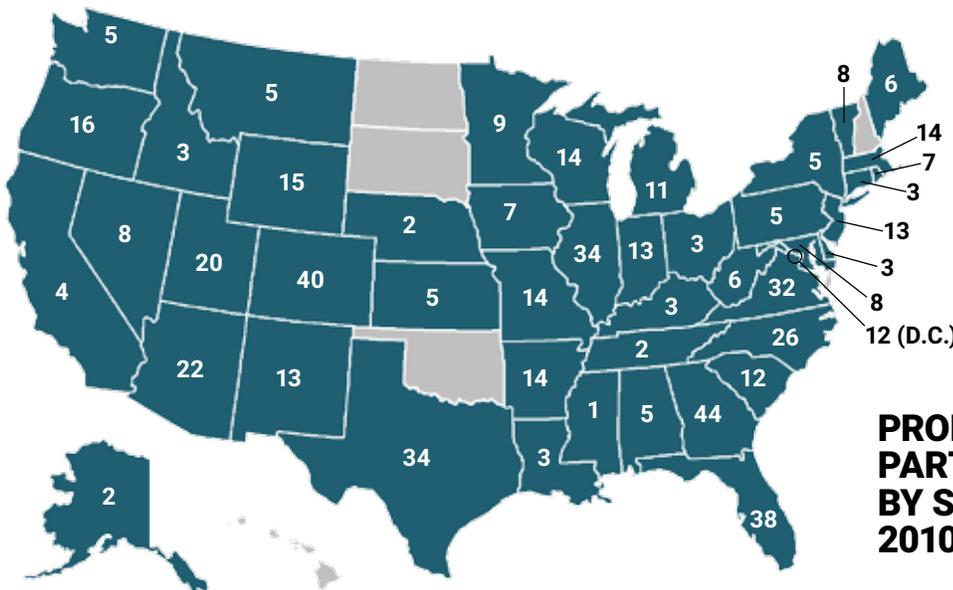


Introduction

Conservation Leaders for Tomorrow has a simple goal: Identifying current and future leaders from the natural resources community who have not hunted and providing them with a professional understanding of hunting's diverse values and important role in conservation. The program's success requires a willingness among those committed to leading the future of hunting and wildlife conservation to work collaboratively.

Since 2010, CLfT has focused on delivering highly effective professional development programs to agencies charged with managing wildlife resources. CLfT provides the only professionally designed and delivered curriculum that emphasizes hunting and the consumptive use of wildlife as a primary driver of wildlife conservation and an integral part of the North American model for sustaining wildlife.

Forty professional workshops have been conducted to date and more than half of the states have signed agreements establishing CLfT as part of their leadership development process.



PROFESSIONAL PARTICIPATION IN CLfT BY STATE OF RESIDENCE, 2010-2017



STRENGTH IN NUMBERS

In the past 12 years, there have been:

110+

CLfT workshops

1,700+

Total CLfT graduates

55+

Universities participating in CLfT programming

50+

Agencies participating in CLfT workshops

150+

Highly skilled, dedicated and trained CLfT instructors

National Partnership



In September 2012, the Rocky Mountain Elk Foundation partnered with the Max McGraw Wildlife Foundation to expand CLfT in the western United States and to help deliver the program nationally and at the collegiate level. Goals were quickly broadened to include opportunities for federal employees managing western lands as well as their Washington-based leaders.

Specific agencies targeted included the Bureau of Land Management, the U.S. Forest Service, the U.S. Fish and Wildlife Service, and the U.S. Geological Survey's Cooperative Units. Three regional associations of fish and wildlife agencies have active agreements to participate in CLfT: Southeast, Northeast and Western. The Midwest association is in the process of signing up.

CLfT PROFESSIONAL WORKSHOP ATTENDANCE RECORDS FOR ELK STATES AMONG 28 TOTAL WORKSHOPS CONDUCTED JAN. 2012-NOV. 2016

WESTERN STATES *n*=(106)

ATTENDANCE BY STATE OF RESIDENCE	NUMBER OF ATTENDEES
Washington	4
Arizona	11
California	2
Colorado	30
Idaho	3
Montana	3
Nevada	7
New Mexico	10
Oregon	13
Utah	14
Wyoming	9

CENTRAL & EASTERN *n*=(108)

ATTENDANCE BY STATE OF RESIDENCE	NUMBER OF ATTENDEES
Wisconsin	11
South Dakota	0
Nebraska	0
Kansas	2
Arkansas	13
Missouri	9
Minnesota	8
Michigan	6
Kentucky	3
Tennessee	2
West Virginia	6
Pennsylvania	1
North Carolina	18
Virginia*	29



PARTICIPANT PROFILE

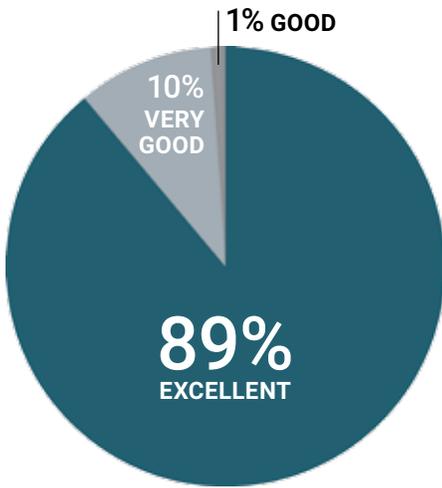
Agency participants are often upper- to mid-level professionals with a broad spectrum of responsibilities, including biological, law enforcement, legal, marketing, hunter education, outreach, accounting, legislative affairs, and commission and board appointments.

* Virginia accounts for some D.C. employees who live in the commonwealth but work in D.C.

FEDERAL AGENCY ATTENDANCE AT CLfT JAN. 2012-NOV. 2016

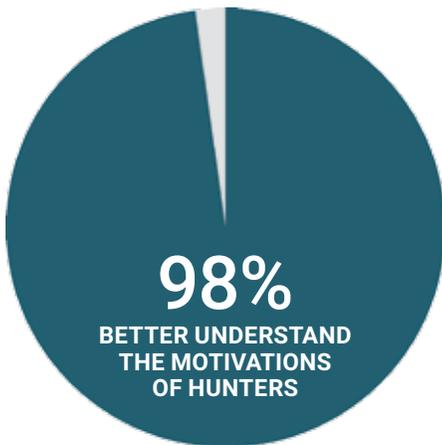
ATTENDANCE BY FEDERAL AGENCIES*	TOTAL NUMBER OF ATTENDEES (77)	FROM ELK STATES (54)
Bureau of Land Management	20	13
U.S. Fish and Wildlife Service	49	31
U.S. Forest Service	5	5
U.S. Geological Survey/Co-Op Units	3	3

* Federal agency totals are also included in the state attendance record (above table). These can include individuals from Washington, D.C., offices who may not live in an elk state.



PARTICIPANT SATISFACTION

Exit surveys show a high satisfaction ranking among participants with 89 percent indicating their CLfT Workshop experience was “Excellent” (n=326).



AWARENESS THROUGH HUNTING

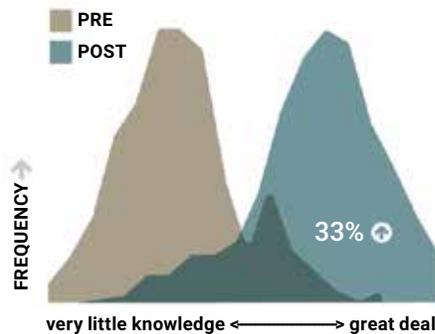
320 workshop attendees reported participating in the hunt. Of those, 98 percent (n=312) said that doing so helped them to better understand the motivations of hunters. CLfT participants leave their workshops with an appreciation of the ethical issues hunters face.

Results

CLfT’s success and its positive impact are clearly demonstrated from exit surveys and many written accounts received from participants and their directors. Nearly nine out of 10 respondents say their workshop experience was “Excellent.”

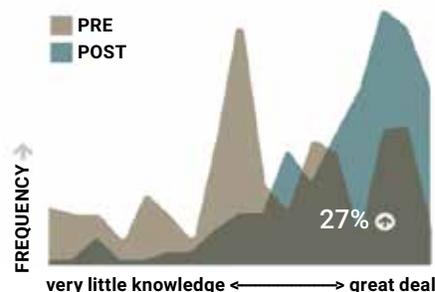
Further results from the past four years are included in the attached report, which illustrates the high efficiency and personal impact of the CLfT program. In addition, 24 individual learning objectives were assessed to track each participant’s perceived gain in knowledge (see attached report). When viewed across all 24 learning objectives, the average gain in knowledge was self-reported at 33 percent, an impressive result given the broad range of subjects and attendees.

These results clearly support CLfT’s impact and the achievement of the program’s stated objectives, particularly ensuring a professional understanding of how “Hunting is Conservation.” Across the spectrum, respondents reported a 27 percent gain in knowledge regarding the relationship between hunting and conservation.



AGGREGATE CHANGES IN PERCEIVED KNOWLEDGE

Perceived knowledge coming into the workshops on a scale of 0 (knew very little) to 15 (knew a great deal), averaged for all 24 knowledge items.



RELATIONSHIP BETWEEN HUNTING, CONSERVATION

Respondents reported a 27 percent gain in knowledge regarding the relationship between hunting and conservation.



Deliverables & Products

The memorandum of understanding between RMEF and McGraw specified a scope of work that called for the delivery of five university and nine professional CLfT workshops in the western United States over three years. The memorandum also made arrangements to cover travel expenses for university students attending workshops across the country, which has allowed more than 450 students to attend to date. Total output met and exceeded expectations.

After the first year of the agreement, RMEF and McGraw decided to focus on state and federal agencies as opposed to increasing university workshops in the West. While maintaining a base of university workshops in the region, CLfT reallocated resources to create more opportunities for state and federal employees, with an emphasis on select Washington, D.C., leadership. The results were agreeable to both parties and deemed an effective use of resources.

WHAT CLfT LEARNED

- Agencies needed great flexibility in scheduling employee participation. Attendance was based on location, specific staff needs, and the participant's work load.
- Participants frequently noted the value of workshops with broad geographic diversity. As a result, we commonly mix participants from western and eastern agencies.
- It's more important to offer more options for attendance than to saturate a specific region with workshops.
- Experiencing the hunt first-hand is a significant part of the CLfT experience and builds a level of understanding like no other.

15
TOTAL CLfT WORKSHOPS

4
UNIVERSITY

11
PROFESSIONAL

WORKSHOPS ACHIEVED WITH RMEF

The partnership between RMEF and McGraw supported 15 workshops – four university and 11 professional – while covering all university student travel nationally.

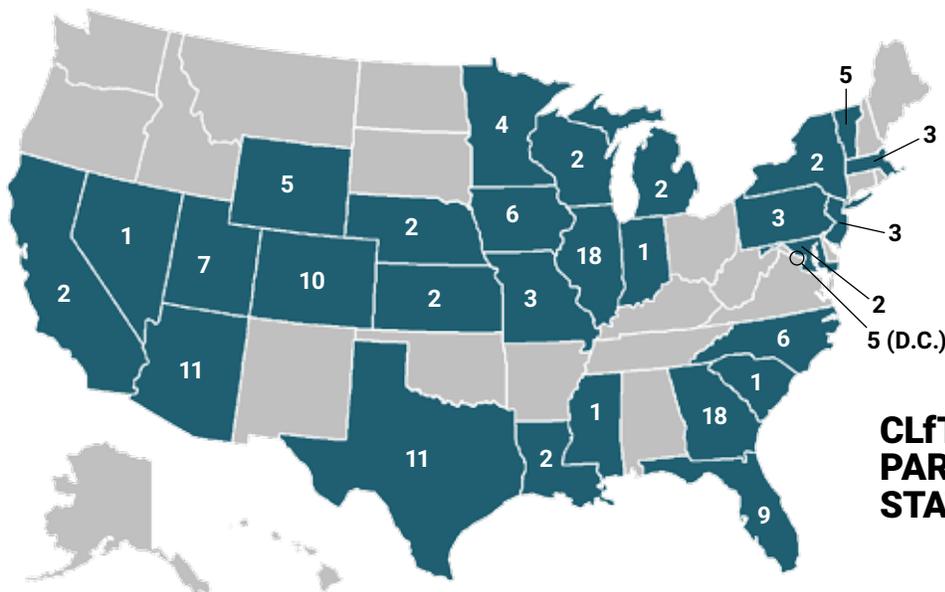




Western Expansion

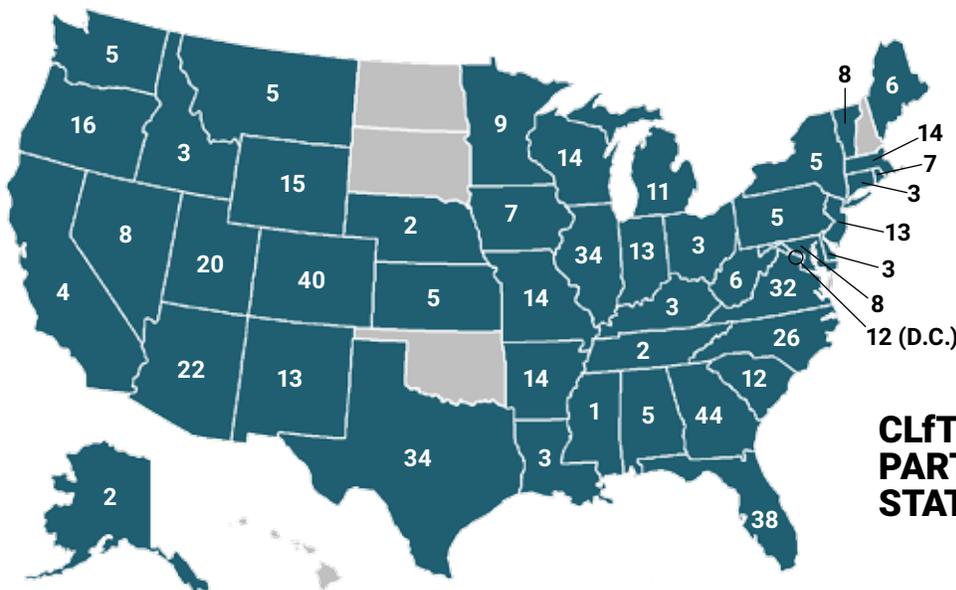
Before RMEF and McGraw joined forces, a few western states participated in CLfT, and there were no workshops in the Rocky Mountain region. We now maintain two western facilities, and the High Lonesome Ranch in Colorado is on track to host more workshops annually than any other.

RMEF support of Conservation Leaders for Tomorrow has generated greater agency participation, helped to establish CLfT in the West, and fostered an improved institutional understanding of our hunting heritage.



These maps illustrate the impact the RMEF/McGraw partnership has had in the West and across the nation.

CLfT PROFESSIONAL PARTICIPATION BY STATE, 2010-2012



CLfT PROFESSIONAL PARTICIPATION BY STATE, 2010-2017



Ringneck Ranch attendees participated in a pheasant hunt during a 2014 workshop in Tipton, Kansas.

“Colorado Parks and Wildlife sends its future leaders to CLfT with the goal that they return with a solid understanding of hunting, fishing, trapping and our traditional constituency. We’ve been paid in spades! CLfT provides that understanding. It also stirs the emotions and passions that sportspeople hold, making our staff more relatable and effective.”



BOB BROSCHEID

Director, Colorado Parks and Wildlife

CLfT hunt at a Professional Workshop at High Lonesome Ranch, De Beque, Colorado.

