

2023 SITCOM Training Needs Assessment Report

Raw Data Collection Report Prepared and Compiled by the State Interagency Training Committee (SITCOM), June 2023

Every two years, the State Interagency Training Committee (SITCOM) develops and delivers a training needs assessment survey in an effort to provide partner agencies and training program leaders with data that indicates the topics and areas of interest most relevant to Wisconsin's landscape of conservation professionals.

Throughout January of 2023, a task force comprised of both members and non-members of SITCOM gathered together to help create what has become a major step forward in how training needs are identified. This task force identified three primary goals for the project:

1. Streamline the categories and topics
2. Comprehensively include all conservation topics and subjects, accurately representing all partners
3. Make the survey accessible and easy to complete

With these goals in mind, the needs assessment task force embraced a new drill-down structure that would allow for data collection for both broad categories and specific topics. Additionally, the survey asked participants to self-identify their knowledge and experience level for each interest area.

With these developments in place, the survey was rolled out statewide in February and March of 2023, and a total of 334 conservation professionals participated.

How to Read this Report

The data presented in this report represents both the broad category and specific topic areas of training interest submitted by 334 Wisconsin conservation professionals.

When completing the survey, participants were tasked with identifying only the topics and categories that most interested them, rather than a general area of interest.

The survey used a drill-down format. Once participants selected a category, they were presented with specific topics to choose and asked to self-identify their learner level.

Figure 1. Drill-Down Survey Format

Managing Resource Concerns

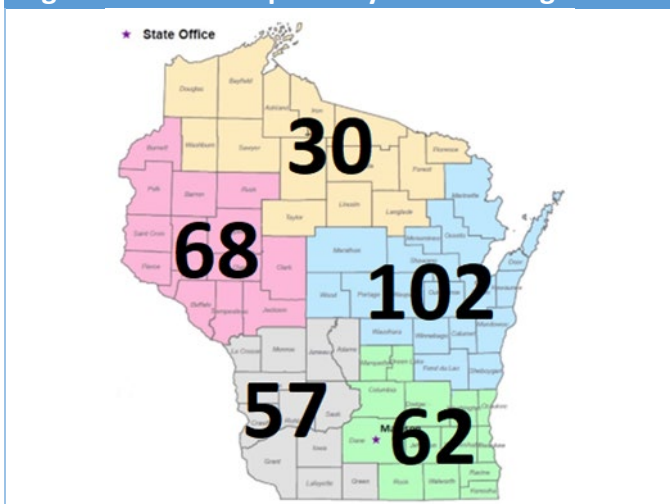
↳ (Category) Habitat, Plant, and Wildlife Management and Invasive Species

↳ (Topic) Riparian & Wetland Habitat, Plant Identification, and Restoration

↳ (Learner Level) Beginner, Intermediate, or Advanced?

Survey Demographics

Figure 2. All Participants by AITCOM Region



This report consists of the raw response data from all staff, and is broken down by statewide and area-specific interests. Figure 2 shows the regional representation of participants for each area of the state, and Figure 3 shows their affiliation.

If you have questions or would like to explore the data further, you can email Michael Hook, Statewide Training Coordinator (michael@wisconsinlandwater.org).

Figure 3. All Participants by Affiliation

County LCD	169 (51%)
WDNR	113 (34%)
NRCS	40 (12%)
DATCP	8 (2%)
Other	4 (1%)

Training Category Breakdown (Broad)

The table below shows the statewide and AITCOM regional interest for the broad categories of conservation training. Each category listed below is broken down further in the next section into specific topics along with participant-identified learner levels.

<i>Managing Resource Concerns</i>	Statewide Interest	N	NW	NE	SW	SE
<i>Stream, Shoreline, Lake, and Wetlands Management</i>	154 (46%)	18	25	48	23	22
<i>Farmstead, Cropland, and Nutrient Management</i>	140 (42%)	6	32	35	23	29
<i>Habitat, Plant, and Wildlife Management and Invasive Species</i>	137 (41%)	13	30	40	16	23
<i>Soil Health</i>	109 (33%)	4	20	33	16	29
<i>Animal and Farmstead Waste Management</i>	94 (28%)	3	18	27	15	18
<i>Drinking Water and Groundwater Management</i>	82 (25%)	9	22	19	15	7
<i>Managed Grazing to Address Resource Concerns</i>	77 (23%)	5	16	21	18	18
<i>Urban, Stormwater, and Flooding Management</i>	54 (16%)	6	10	6	5	14
<i>Forestry</i>	49 (15%)	6	13	12	7	10

<i>Human Resources and Communications</i>	Statewide Interest	N	NW	NE	SW	SE
<i>Community Engagement, Education, and Enforcement</i>	140 (42%)	12	31	38	20	24
<i>Conservation Marketing Skills ("Selling Conservation")</i>	116 (35%)	9	24	32	24	17
<i>Personal, Professional, and Communication Skills</i>	99 (30%)	11	22	28	16	16
<i>Leadership Skills (Finding, Funding, and Developing Teams)</i>	93 (28%)	9	13	28	13	15
<i>Office and Committee Management Skills and Strategic Planning</i>	51 (15%)	6	7	10	5	11
<i>Diversity, Equity, and Inclusion</i>	40 (12%)	2	7	12	10	9

<i>Conservation Policy, Planning, and Practice</i>	Statewide Interest	N	NW	NE	SW	SE
<i>Emerging Planning Topics: Watershed and Climate Resiliency</i>	108 (32%)	10	20	22	14	16
<i>Conservation Practice Standards and General Resource Assessment</i>	102 (31%)	7	23	31	13	21
<i>Engineering and Construction Specifications</i>	89 (27%)	5	16	28	16	21
<i>NRCS Conservation Planning Cert. (Levels 1-3, NMP, Grazing)</i>	55 (16%)	1	14	16	10	12

<i>Conservation Tools and Resources</i>	Statewide Interest	N	NW	NE	SW	SE
<i>Mapping and Design Tools</i>	147 (44%)	9	23	46	19	29
<i>Mobile Apps and Technology in the Field</i>	102 (31%)	4	20	29	17	16
<i>Databases and Resource Management Tools</i>	78 (23%)	4	9	25	12	12
<i>Farming, Cropland, and Nutrient Tools</i>	65 (19%)	4	15	20	12	11

Learner Level Calculation

When participants selected a specific topic of interest within the survey, they were asked to self-identify their learner level by choosing beginner (1), intermediate (2), or advanced (3). The total averages of these selected identifiers are listed in the tables on the following pages. Use the following number line to help you identify what the learner level number may indicate.

1	1.5	2	2.5	3
Beginner		Intermediate		Advanced

Training Topic Breakdown (Specific)

The following data tables show the statewide interest data for specific conservation training topics along with participant-identified learner levels. For an explanation of learner level, refer to the number line in the previous section.

Managing Resources Concerns

Farmstead, Cropland, and Nutrient Management	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Cover Crops</i>	54 (16%)	1.91	3	10	14	7	14
<i>Farmstead Runoff Evaluation</i>	50 (15%)	1.76	1	10	12	8	12
<i>Grassed Waterways, Diversions, Grade Stages, Terraces, Wascobs</i>	46 (14%)	1.76	-	13	11	7	13
<i>Nutrient Management Plan Reviewing</i>	38 (11%)	1.61	3	7	8	10	7
<i>Managing Nutrients in Wisconsin Soils</i>	37 (11%)	1.64	1	7	12	10	3
<i>Sheet and Rill, Wind, Windbreaks, and Gully Erosion</i>	33 (10%)	1.82	-	8	9	4	10
<i>No-Till</i>	33 (10%)	1.88	2	8	9	5	6
<i>Erosion Assessment Tools: R2, WEPS, WEPP</i>	30 (9%)	1.41	1	6	9	2	10
<i>Conservation Crop Rotation</i>	25 (7%)	1.54	2	5	9	4	2
<i>Basics of 590</i>	22 (7%)	1.50	-	4	5	5	6
<i>Buffer Strips</i>	21 (6%)	1.60	1	5	9	1	4
<i>Karst Topography (Sinkholes)</i>	21 (6%)	1.71	-	4	4	5	5
<i>Contouring</i>	15 (4%)	1.50	-	5	2	5	1
<i>Stripcropping</i>	6 (2%)	1.50	-	-	2	3	-
<i>Mulch Tillage</i>	3 (1%)	2.00	-	-	1	1	-

Animal and Farmstead Waste Management	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Farmstead Water Management: Wastewater Treatment, Runoff Eval.</i>	56 (17%)	1.77	2	13	16	4	15
<i>Manure Stacking Areas, Temporary and Permanent</i>	46 (14%)	1.91	2	11	11	8	10
<i>Manure Treatment, Digester Basics, Dewatering, and Composting</i>	43 (13%)	1.56	1	4	14	4	11
<i>Manure Storage Design: Animal Waste Storage, Clay Liner Construct.</i>	31 (9%)	1.80	1	7	9	5	3
<i>Waste Storage Abandonment</i>	27 (8%)	1.96	-	5	4	7	7
<i>Waste Transfer and Application Design, Irrigation, and Pipelines</i>	23 (7%)	2.05	-	3	8	4	3

Stream, Shoreline, Lake, and Wetlands Management	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Shoreline Erosion, Rip. Buffers, Native Plantings, Runoff, HABs</i>	97 (29%)	1.81	12	15	35	13	15
<i>Stream Protection, Corridor Restoration, Eval Tools and Site Assessment</i>	88 (26%)	1.74	10	10	32	14	12
<i>Wetland Creation, Management, and Restoration</i>	79 (24%)	1.62	9	18	25	13	15
<i>Stream Crossings: Culverts and Fords</i>	46 (14%)	1.78	5	12	15	5	2

Habitat, Plant, and Wildlife Mgmt. and Invasive Species	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Prairie & Grasslands Habitat, Pollinators, Plant ID, and Establishment</i>	82 (25%)	1.89	8	23	26	11	17
<i>Riparian & Wetland Habitat, Plant Identification, and Restoration</i>	79 (24%)	1.65	9	18	23	9	15
<i>Terrestrial Invasive Species Control</i>	59 (18%)	1.67	6	13	24	7	13
<i>Wetland and Aquatic Invasive Species Control</i>	59 (18%)	1.66	6	11	19	6	9
<i>Controlled Burning</i>	48 (14%)	1.65	3	17	10	8	13

Urban, Stormwater, and Flooding Management

	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Stormwater Management Plans	28 (8%)	1.70	5	6	3	2	7
BMPs	26 (8%)	2.08	4	5	3	3	5
Flooding Management	22 (7%)	1.55	2	5	2	5	4
TMDLs	20 (6%)	1.67	3	3	-	4	5
Municipal Stormwater Systems	18 (5%)	1.89	4	5	1	1	5
Post-Construction Practices	17 (5%)	1.88	3	2	1	3	5
Salt Management	12 (4%)	1.92	3	1	-	1	4

Drinking Water and Groundwater Management

	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Utilizing Groundwater Data Tools: Viewers, Databases, Maps, etc.	58 (17%)	1.41	8	16	13	12	4
Communicating Public Health Impacts to the Public	33 (10%)	1.66	2	9	9	7	3
Designing and Implementing a Drinking Water Monitoring Program	32 (10%)	1.26	2	8	10	7	4
Working with Public Health Departments	17 (5%)	1.25	2	3	6	3	-

Managed Grazing to Address Resource Concerns

	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Using Mgd. Grazing for Herd Health, Manure Mgmt., and Habitat Rest.	42 (13%)	1.62	1	11	9	12	9
Infrastructure: Watering System, Pipeline, Fence Lanes, etc.	35 (10%)	1.56	1	6	9	7	12
Pasture Management	33 (10%)	1.53	4	5	9	6	9
Grazing Annual Forage and Cover Crops	33 (10%)	1.48	1	9	8	9	7
Rotational Grazing	31 (9%)	1.53	2	8	7	7	7
Community Promotion and Education for Managed Grazing	29 (9%)	1.34	3	5	8	7	7
Silvopasture	22 (7%)	1.18	-	4	8	7	4

Soil Health

	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Seeding Rates, Mixes, and Application	50 (15%)	1.62	3	12	17	5	12
Soil Health Management Systems	49 (15%)	1.72	1	8	16	7	14
Keeping a Living Root System (Continuous Living Cover)	43 (13%)	1.60	2	9	12	6	13
How to Interpret Soil Health Lab Results	39 (12%)	1.39	-	7	9	6	13
Maximizing Soil Diversity	38 (11%)	1.63	1	6	11	6	13
In-Field Soil Health Assessments	36 (11%)	1.53	-	7	9	5	12
Farm Implementations for Soil Health Systems (No-Till)	33 (10%)	1.47	1	5	12	7	8
Minimizing Soil Disturbance	27 (8%)	1.59	1	3	12	4	5
Soil Armor (Controlling Wind and Erosion)	24 (7%)	1.58	-	4	10	3	6

Forestry

	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Invasive Species Control (Forestry)	29 (9%)	1.78	3	9	10	4	6
Forest Management	25 (7%)	1.58	2	8	6	3	4
Forest Health (Insects and Diseases)	18 (5%)	1.28	2	5	3	2	5
Tree and Shrub Identification	17 (5%)	1.88	1	6	4	2	5
WDNR Programs and Eligibility (e.g. Managed Forest Law)	13 (4%)	1.38	1	6	2	-	3
Forest Inventory and Management	11 (3%)	1.45	-	3	3	2	3
Agroforestry	8 (2%)	1.25	1	5	-	1	1
Partnering with Local Forestry Departments and Schools	8 (2%)	1.63	2	-	2	2	3

Human Resources and Communications

Community Engagement, Education, and Enforcement	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Raising Awareness and Educating the Public (Ecological Literacy)</i>	73 (22%)	1.64	7	15	21	12	13
<i>Partnering w/ Community Members (Schools, Real Estate Agents, etc.)</i>	53 (16%)	1.51	5	8	18	9	10
<i>Enforcement and Documentation</i>	45 (13%)	1.81	5	9	12	7	9
<i>Youth Education, Going to Classrooms, Hosting Farm Days</i>	41 (12%)	1.50	4	13	14	4	5
<i>Engaging Elected Officials and Local Government</i>	39 (12%)	1.39	3	4	11	6	10
<i>Finding and Working with Volunteers</i>	32 (10%)	1.74	2	10	11	5	6
<i>Newsletters (Print or Digital)</i>	26 (8%)	1.65	2	4	11	5	2
<i>Social Media</i>	23 (7%)	1.75	2	6	7	4	2
<i>Engaging Tribal Nations of Wisconsin</i>	21 (6%)	1.33	5	1	6	2	1
<i>Engaging Amish and Mennonite Communities</i>	19 (6%)	1.06	1	5	4	5	1
<i>Engaging and Educating LCC Members</i>	12 (4%)	1.50	3	1	4	2	1

Conservation Marketing Skills ("Selling Conservation")	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Building Trust and Relationships</i>	54 (16%)	1.75	3	14	15	12	8
<i>Building a Conservation Community</i>	54 (16%)	1.37	3	9	19	11	10
<i>Having Crucial Conversations</i>	51 (15%)	1.67	3	12	14	11	9
<i>Conflict Resolution</i>	43 (13%)	1.61	3	7	11	10	7
<i>Effective Communication and Listening</i>	40 (12%)	1.85	4	13	10	12	3
<i>Telling Your Conservation Story</i>	20 (6%)	1.63	2	4	4	4	5

Leadership Skills (Finding, Funding, Developing Others)	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Team-Building and Conflict Management</i>	59 (18%)	1.75	7	9	20	9	11
<i>Strategic Planning, Prioritizing, and Goal-Setting</i>	53 (16%)	1.76	8	8	12	8	9
<i>Staff Mentorship and New Employee Onboarding</i>	36 (11%)	1.76	5	8	13	4	6
<i>Seeking Grant and Funding Opportunities</i>	30 (9%)	1.52	4	4	9	5	3
<i>Utilizing Team and Community Feedback</i>	29 (9%)	1.67	4	4	9	5	3

Office, Team, and Committee Management Skills	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Facilitating Effective Meetings</i>	24 (7%)	1.63	3	3	7	3	5
<i>Updating Land and Water Management Plans</i>	17 (5%)	1.33	1	2	4	2	5
<i>Robert's Rules of Order</i>	13 (4%)	1.64	3	1	-	2	2
<i>Facilitating Online Webinars and Workshops</i>	12 (4%)	1.17	2	2	3	3	3
<i>Open Records Law</i>	10 (3%)	1.63	1	3	2	1	1
<i>Open Meetings Law</i>	9 (3%)	1.57	1	2	1	1	1

Personal, Professional, and Communication Skills	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Stress Management</i>	43 (13%)	1.69	7	10	14	5	9
<i>Writing Skills: Email, Communications, and Grants</i>	41 (12%)	1.87	4	7	11	7	10
<i>Time Management</i>	37 (11%)	1.89	6	10	9	6	6
<i>Presentation Skills: In-Person and Online</i>	30 (9%)	1.75	7	6	7	5	2
<i>Active Listening</i>	29 (9%)	1.82	4	7	6	11	5
<i>Communications Design Tools: Canva, Unsplash, Adobe, etc.</i>	28 (8%)	1.43	3	3	12	7	4
<i>Situational Awareness and Safety</i>	26 (8%)	1.85	5	7	10	5	3
<i>Email Marketing Tools: Constant Contact, Mailchimp, etc.</i>	14 (4%)	1.38	1	6	3	2	2

Conservation Policy, Planning, and Practice

Conservation Practice Standards	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Wetlands: Creation, Enhance., Rest., Hab. Mgmt. (658, 659, 657, 644)</i>	31 (9%)	1.48	4	7	12	4	4
<i>Streambank and Shoreline Protection (580)</i>	29 (9%)	1.89	3	5	10	3	4
<i>Wildlife Habitat Planting (420)</i>	27 (8%)	1.88	3	8	8	5	7
<i>Buffers and Filter Strips (332, 393, 386, 391)</i>	24 (7%)	1.83	1	5	6	3	8
<i>Cover Crop (340)</i>	21 (6%)	1.62	3	4	4	4	5
<i>Stream Crossing (578)</i>	18 (5%)	1.94	3	2	7	2	1
<i>Nutrient Management (590)</i>	17 (5%)	1.35	2	2	3	3	5
<i>Trails and Walkways (575)</i>	17 (5%)	1.50	1	3	6	4	3
<i>Phosphorous Removal System (782)</i>	16 (5%)	1.60	-	2	6	1	4
<i>Waste Storage Facility (313)</i>	16 (5%)	2.27	-	3	8	1	3
<i>Conservation Cover (327)</i>	16 (5%)	1.88	2	5	2	3	3
<i>Prescribed Grazing (528)</i>	15 (4%)	1.47	1	4	3	3	5
<i>Heavy Use Area Protection (561)</i>	15 (4%)	1.71	1	2	7	3	4
<i>Critical Area Planting (342)</i>	15 (4%)	1.87	3	3	4	2	3
<i>Conservation Crop Rotation (328)</i>	14 (4%)	1.64	1	3	3	3	3
<i>Pond Construction, Sealing or Lining (378, 520, 522, 521)</i>	14 (4%)	1.92	1	1	6	3	3
<i>Livestock Pipeline (516)</i>	12 (4%)	1.73	1	2	3	1	3
<i>Roofs and Covers (367)</i>	11 (3%)	1.50	-	2	2	1	2
<i>Well Decommissioning (351)</i>	11 (3%)	1.60	3	1	3	1	1
<i>Access Road (560)</i>	10 (3%)	1.50	2	2	2	1	1
<i>Denitrifying Bioreactor (605)</i>	10 (3%)	1.50	-	-	2	1	4
<i>Herbaceous Wind Barriers (603)</i>	10 (3%)	1.20	2	-	3	3	1
<i>Groundwater Testing (355)</i>	9 (3%)	1.56	2	1	2	-	2
<i>Pest Management Conservation System (595)</i>	9 (3%)	1.38	-	2	3	3	1
<i>Fence (382)</i>	9 (3%)	1.63	1	1	2	2	3
<i>Pasture and Hay Planting (512)</i>	9 (3%)	1.67	-	-	3	3	4
<i>Drainage Water Management (554)</i>	8 (2%)	1.29	-	1	1	1	1
<i>Residue and Tillage Management, No-Till (329)</i>	8 (2%)	1.57	-	3	1	2	1
<i>Watering Facility (614)</i>	8 (2%)	1.75	-	1	1	1	2
<i>Contour Farming (330)</i>	7 (2%)	1.71	-	-	1	2	2
<i>Spring Development (574)</i>	7 (2%)	1.57	-	-	1	2	1
<i>Feed Management (592)</i>	6 (2%)	1.67	-	1	1	2	2
<i>High Tunnel System (325)</i>	6 (2%)	1.67	-	-	2	-	3
<i>Energy Efficiency (374, 672, 670)</i>	5 (1%)	1.00	-	-	1	1	2
<i>Irrigation and Pipeline Design (447, 430, 436, 441, 449)</i>	5 (1%)	1.60	-	-	1	-	3
<i>Mulching (484)</i>	5 (1%)	2.00	1	-	2	-	-
<i>Residue and Tillage Management, Reduced Till (345)</i>	5 (1%)	2.20	-	1	1	2	1
<i>Sinkhole Abandonment (527)</i>	5 (1%)	2.20	-	-	2	1	-
<i>Stripcropping (585)</i>	5 (1%)	1.80	-	1	-	2	1
<i>Contour Orchard and Other Perennial Crops (331)</i>	4 (1%)	1.75	-	-	2	1	1
<i>Pumping Plant (533)</i>	3 (1%)	2.33	-	-	2	-	-
<i>Controlled Traffic Farming (334)</i>	2 (1%)	1.50	-	-	1	-	1
<i>Cross Wind Trap Strips (589)</i>	1 (0%)	1.00	-	-	1	-	-

General Resource Assessment	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Manure, Waste, and Runoff Practices</i>	18 (5%)	1.78	-	3	4	3	6
<i>Nutrient and Sediment Loss</i>	16 (5%)	1.80	-	5	3	4	3
<i>Wetland ID Training</i>	14 (4%)	1.71	1	3	3	3	4
<i>Water Quality</i>	13 (4%)	1.92	1	3	2	2	4
<i>Construction Inspection and Documentation</i>	12 (4%)	1.83	1	4	3	2	1
<i>Slope Stabilization and Analysis</i>	12 (4%)	1.55	1	2	6	2	1
<i>Ephemeral and Classic Gully Training</i>	12 (4%)	1.67	1	3	5	-	2
<i>Grass and Legume Plant ID Training</i>	12 (4%)	1.75	-	3	3	4	3
<i>Agriculture Basics</i>	11 (3%)	1.55	-	2	3	2	1
<i>Water Management and Drainage</i>	10 (3%)	1.60	2	1	3	1	3
<i>Sheet and Rill Erosion</i>	10 (3%)	1.90	-	2	3	1	4
<i>Soil Mechanics</i>	9 (3%)	1.67	1	-	2	2	3
<i>Organic Management</i>	9 (3%)	1.44	-	2	1	3	3
<i>Bioengineering Techniques</i>	8 (2%)	1.50	1	3	2	1	-
<i>Mine Reclamation</i>	7 (2%)	1.57	2	4	-	-	-
<i>Air Quality Resource Concerns</i>	4 (1%)	1.67	-	1	-	1	1
<i>Cranberry Nutrient Management Training</i>	1 (0%)	3.00	-	-	-	-	-

Engineering, and Construction Specifications	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>CS-013 - Geotextiles and Erosion Control Fabrics, Netting Basics</i>	43 (13%)	1.79	5	9	14	7	7
<i>CS-004 - Concrete Fundamentals, Construction, and Inspection</i>	42 (13%)	1.68	1	10	13	6	11
<i>CS-009 - Rock Riprap</i>	40 (12%)	1.78	3	6	16	7	6
<i>CS-300 and CS-204 - Clay Liner and Earthfill Construction</i>	30 (9%)	1.62	2	7	9	4	8

NRCS Planning Certification	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Level 1 Conservation Planner</i>	26 (8%)	-	1	7	10	5	4
<i>Level 3 Conservation Planner</i>	22 (7%)	-	-	6	6	4	8
<i>Level 2 Grazing Management Plan Writer</i>	17 (5%)	-	1	3	6	2	5
<i>Level 2 Comprehensive Nutrient Management Plan Writer</i>	11 (3%)	-	-	3	3	1	3

Emerging Planning Topics (Watershed, Climate Resiliency)	Statewide Interest	Learner Level	N	NW	NE	SW	SE
<i>Climate Mitigation and Adaptation Strategies</i>	58 (17%)	1.37	4	13	9	7	10
<i>Watershed Planning</i>	56 (17%)	1.72	9	11	14	7	9
<i>Climate Resiliency Implementation Funding</i>	39 (12%)	1.43	2	4	8	5	5
<i>Planning for Climate Action</i>	36 (11%)	1.39	4	4	9	4	3
<i>Carbon Farming</i>	26 (8%)	1.18	1	5	5	6	4
<i>Carbon Credits</i>	20 (6%)	1.13	2	4	1	2	5
<i>Tools for Greenhouse Gas Emission Accounting</i>	6 (2%)	1.80	1	-	1	2	-

Conservation Tools and Resources

Mapping and Design Tools	Statewide Interest	Learner Level	N	NW	NE	SW	SE
ArcGIS	84 (25%)	1.52	6	14	26	13	18
ArcGIS FieldMaps	55 (16%)	1.30	3	9	21	7	13
AutoCAD	44 (13%)	1.67	4	11	17	5	5
ArcGIS StoryMaps	33 (10%)	1.09	2	6	12	4	8
HydroCAD	27 (8%)	1.37	4	3	13	1	3
QGIS	10 (3%)	1.10	2	-	5	1	2

Farming, Cropland, and Nutrient Tools	Statewide Interest	Learner Level	N	NW	NE	SW	SE
SnapPlus Nutrient Management software	25 (7%)	1.50	2	6	4	5	7
RUSLE2	20 (6%)	1.50	-	6	5	3	5
WDNR Erosion Vulnerability Assessment for Agricultural Lands (EVAAL)	19 (6%)	1.17	1	5	7	3	2
Spreadsheet Tool for Estimating Pollutant Loads (STEPL)	18 (5%)	1.28	-	6	6	3	3
Grazing and Pasture Management Apps	17 (5%)	1.24	1	3	6	2	3
Agricultural Conservation Planning Framework (ACPF)	14 (4%)	1.29	-	2	4	3	3
Climate Change: Carbon Accounting Tool Suite (COMET)	13 (4%)	1.15	-	4	5	2	1
WEPP and WEPS	9 (3%)	1.00	-	2	2	2	3
WinSLAMM	8 (2%)	1.38	-	1	-	2	4
WinPST	6 (2%)	1.17	-	1	1	1	3
WILMS	1 (0%)	1.00	-	-	-	-	1

Databases and Resource Management Tools	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Modeling	28 (8%)	1.54	1	5	10	4	3
LiDAR	26 (8%)	1.36	1	5	9	5	4
Invasive Species Apps and Monitoring Tools	20 (6%)	1.25	-	5	7	5	3
WDNR Surface Water Integrated Monitoring System (SWIMS)	19 (6%)	1.50	1	3	6	4	-
WDNR Surface Water Data Viewer	18 (5%)	1.72	2	4	4	4	4
USWP Nitrate in Wisconsin's Public Water Viewer	13 (4%)	1.38	-	2	5	-	3
USDA Plants Database	13 (4%)	1.46	-	2	5	2	5
Hydraflow Hydrographs	10 (3%)	1.44	-	1	2	1	2
USDA Web Soil Survey	9 (3%)	1.44	2	2	3	2	1
WDNR Groundwater Retrieval Network (GRN)	6 (2%)	1.00	1	-	3	-	-
Michigan Great Lakes Stream Crossing Inventory	5 (1%)	1.40	-	-	3	1	1
WDNR RECARGA	0 (0%)	-	-	-	-	-	-

Mobile Apps and Technology in the Field	Statewide Interest	Learner Level	N	NW	NE	SW	SE
Drone Usage in Conservation Efforts	51 (15%)	1.18	3	14	17	8	7
Survey 123	32 (10%)	1.34	1	7	7	4	5
Avenza PDF	28 (8%)	1.38	1	7	6	7	5
Seek and other Plant ID Apps	27 (8%)	1.28	-	7	5	7	6
Simple Mapping	20 (6%)	1.29	2	5	5	4	5
GPS Machine Control Construction	17 (5%)	1.40	-	5	6	3	2
SoilWeb	10 (3%)	1.67	1	1	4	1	3

Other Highlights and Notes

The following chart shows the major barriers identified by staff when considering attending a training program:

Barriers to Training Attendance	All Staff
<i>Lack of availability (schedule conflicts)</i>	189 (56%)
<i>Costs related to training (registration fees, travel, lodging, etc.)</i>	113 (39%)
<i>Inability to attend multi-day training (2 or more days)</i>	102 (31%)
<i>Approval to attend and travel to training</i>	49 (15%)
<i>Other (specified below)</i>	20 (6%)
<i>Online access issues (slow connection, security, etc.)</i>	12 (4%)

The following were identified as “Other” barriers to training attendance:

- Needed courses are not available
- Staffing shortages
- Knowledge of when trainings occur
- Need classes at a higher level for meaningful change
- Difficult to fit attendance with daily duties
- Difficulties learning in virtual courses