



**Training workshop report:
Weed management project design & implementation**
Pohnpei, Federated States of Micronesia
23 February-4 March, 2009

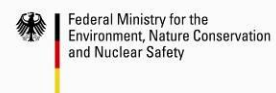


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(see also: Pohnpei training workshop: Technical Report - <http://issg.org/cii/PII/>)

Funded by -



SUMMARY

The design, implementation, monitoring and evaluation of priority invasive plant eradication projects in some Micronesian jurisdictions (The Republic of the Marshall Islands, the States of Kosrae, Pohnpei, Chuuk and Yap of the Federated States of Micronesia, The Republic of Palau) were covered as part of a training workshop held in Pohnpei (FSM) in February-March, 2009.

Attendees worked in teams to plan the success of their own projects. The workshop provided training in the use of data as part of successful project management and gave attendees the skills necessary to collect and manage data for project planning, implementation and accountability. An efficient and effective data collection and management system that is easy to use and maintain and adaptable to other invasive species projects across the Pacific was developed.

Participant evaluation of the workshop gave a score of 94% for meeting expectations and for the usefulness of the workshop in improving participants' knowledge. The highest score (98%), was given to a question about whether the methods used in the workshop would help participants in their work.



Introduction:

Following a successful pilot training workshop in Palau (see: Final report - Pilot training workshop: Weed management project design & implementation, Palau, 22 - 30 April, 2008 and Palau pilot training workshop: Technical Report (<http://issg.org/cii/PII/>), PII was asked by the Regional Invasive Species Council of Micronesia (RISC) to facilitate another training workshop for Micronesian practitioners. Participants for the workshop were selected by the Invasive Species Taskforce in each jurisdiction.

As part of the organisation for this second workshop, follow-up training was planned for the Palau and Yap invasive plant teams that attended the Palau pilot workshop in 2008. David Moverley, the technical specialist engaged for the workshops, worked with Palau and Yap practitioners in their own environment for a week each. Feedback from these sessions was very favourable. Skills from the pilot workshop had been used and the teams were able to supply quantitative success measures for their projects. The follow-up training provided further opportunity to embed best practice (see Follow-up Reports (<http://issg.org/cii/PII/>)).

Workshop partners:

Chuuk Invasive Species Taskforce (CIST)

Kosrae Invasive Species Taskforce (KIST)

Marshall Islands Invasive Species Taskforce (MIST)

Micronesian Regional Invasive Species Council (RISC)

National Invasive Species Committee, Republic of Palau (NISC)

Pacific Invasives Initiative (PII)

Pohnpei Invasive Species Taskforce (PIST)

The Nature Conservancy (TNC)

Yap Invasive Species Taskforce (YIST)

(Thanks to the German Government's Life Web Initiative for funding and Conservation Society of Pohnpei for logistical support)

Workshop leaders:

Bill Nagle, Facilitator; David Moverley, Technical Instructor

Workshop purpose:

The workshop was designed to -

- Show how data is used as part of successful project management.
- Give weed control personnel the skills and confidence necessary to collect and manage data for project planning, implementing, monitoring, evaluating and accountability purposes.
- Provide an efficient and effective data collection and management system that is easy to use and maintain and is adaptable to similar projects across the Pacific.

The workshop focused on priority weed eradication projects in The Republic of the Marshall Islands, the States of Kosrae, Pohnpei, Chuuk and Yap of the Federated States of Micronesia and The Republic of Palau. Attendees worked on planning, designing, implementing, monitoring and evaluating to ensure success of their projects. Lessons learned from the workshop will provide a model for other invasive species management projects in the Pacific.

Workshop content:

The workshop reviewed and revised weed management projects of each of the six teams (Marshall Islands, *Chromolaena odorata*; Kosrae, *Leucaena leucocephala*; Pohnpei, *Piper*

auritum; Chuuk, *Clerodendrum chinense*; Yap, *Spathodea campanulata*; Palau, *Praxelis clematidea*. Other invasive plants were also discussed (see Appendix 1 for full list of names). Local knowledge and experience combined with specialist experience to strengthen effectiveness, efficiency and accountability through improved project design, data collection, monitoring, evaluation, and reporting.

The workshop had 4 main components -

1) The six teams presented work on their projects to provide a thorough understanding of the projects for all attendees. This included field visits to a *Piper auritum* infestation and other weed sites including a newly-discovered *Clidemia hirta* infestation.

2) David Moverley presented examples of “old school” and “new school” weed control projects. The examples demonstrated how and why different approaches are used, how they are recorded, how success is measured and the advantages that “new school” methods offer.

3) Participants then revised the projects chosen by the teams using a three-pronged approach (see below and Appendix 2) and guided by the workbook developed for the workshop:

<u>Planning:</u>	<u>Implementation:</u>	<u>Monitoring and Evaluation (M&E):</u>
Objectives	Methods	Success Measures
Target characteristics	Mapping	Evaluation
Project site characteristics	Human Resources	Reporting
Timing	Recording	

4) A reporting session on the final day gave attendees the opportunity to present to stakeholders (members of the Pohnpei Invasive Species Taskforce and supervisory personnel for Pohnpei projects) the main changes they will make to their projects as a result of the workshop. A discussion on the suitability of the system developed during the workshop for other Pacific nations was held.



Workshop programme:

February Mon 23	pm	Introductions/ Expectations/ Timetable Presentation of all participant projects except those of Pohnpei	Flip Charts Powerpoints
Tue 24	am	Presentation of Pohnpeian project and site visit	Powerpoints Transport
	pm	New Zealand experiences and workshop overview	Powerpoints
Wed 25	am	Planning (Baseline Information) -Objectives -Plant Characteristics -Project Site Characteristics -Timing	Powerpoints Workbook Computers (1 per group)
	am & pm	Implementation -Methods -Mapping -Human Resources -Recording	Powerpoints Workbook Computers (1 per group)
Thu 26	am	Implementation -Methods -Mapping -Human Resources -Recording	Powerpoints Workbook Computers (1 per group)
	pm	Site Visit Ground truth implementation	Transport
Fri 27	am & pm	Monitoring and Evaluation -Measuring success -Evaluating -Reporting	Powerpoints Workbook Computers (1 per group)
Weekend			
March Mon 2	am & pm	Monitoring and Evaluation -Measuring success -Evaluating -Reporting	Powerpoints Workbook Computers (1 per group)
Tue 3	am & pm	Monitoring and Evaluation -Measuring success -Evaluating -Reporting	Powerpoints Workbook Computers (1 per group)
Wed 4	am	Workshop Evaluation	Workbook, Reports and Powerpoints
	pm	Report to Stakeholders	

Workshop attendance:

Thirteen people attended all 8 days of the workshop –

Team	First Name	Last Name	Position	Agency Name	Contact email	Phone	Address
Chuuk	Curtis	Graham	Marine Program Manager	Chuuk Conservation Society	curt_ccs@mail.fm		
	Sleeper	Sared	Invasive Species Coordinator	Dept of Agriculture			
Kosrae	Jason	Jack	Invasive Species Coordinator	Dept of Resources & Economic Affairs	lopaka_holden@yahoo.com		
	Remos	Livaie	Crop Supervisor	DREA - Kosrae State	r_lavaie@yahoo.com	691 370 3017	
	Erick E.	Waquk	Kosrae State Forester	Forestry/Wildlife (KIRMA)	ewaquk@yahoo.com	691 370 2076	
Marshall Islands	Karness	Kusto	Assistant Chief of Agriculture Quarantine & Livestock	Ministry of Resources & Development	kusto1@yahoo.com		
	Kenear	Anmontha	Quarantine Officer	Ministry of Resources & Development	k.anmontha@hotmail.com		
Palau	Joseph	Tiobech	Invasive Plants Eradication Coordinator	Bureau Of Agriculture	palauforestry@palaunet.com nisc@palaunet.com	680 488 2504 FAX 680 488 8171	Bureau of Agriculture PO Box 460 Koror, PW 96940 Republic of Palau
	Dino	Mesubed	Invasive Plant Eradication Assistant	Bureau Of Agriculture	palauforestry@palaunet.com nisc@palaunet.com	680488 2504 FAX 680 488 8171	Bureau of Agriculture PO Box 460 Koror, PW 96940 Republic of Palau
Pohnpei	Bejay	Obispo	Terrestrial Assistant	Conservation Society of Pohnpei	cspterrestrial@mail.fm		
	Pengkamin	Eperiam	Agriculture Equipment Operator	Office of Economic Affairs, Pohnpei State	pniagriculture@mail.fm		CES – Land Grant Programs – Pohnpei Campus

	Rodasio	Samuel	Conservation Aide	USDA-NRCS	rodasio.samuel@pb.usda.gov		
Yap	Francis	Ruegorong		Yap DAF	ucfyap@mail.fm		PO Box 463 Colonia, Yap 96943

Others were able to attend parts of the workshop –

Team	First Name	Last Name	Position	Agency Name	Contact Email	Phone	Address
Palau	Joel	Miles	National Invasive Species Coordinator	Bureau Of Agriculture	nisc@palaunet.com	680 488 2504 FAX: 680 488 8171	Bureau of Agriculture PO Box 460 Koror, PW 96940 Republic of Palau
	Sean	Austin	Regional Conservation Strategies Coordinator Micronesia Program	The Nature Conservancy		680 488 2017 FAX:680 488 4550	The Nature Conservancy Palau Field Office PO Box 1738 Koror, Palau 96940
Pohnpei	Konrad	Englberger	Pest Management Contractor		ppmicronesia@mail.fm konrad.englberger@gmail.com		PO Box 2299 Kolonias, Pohnpei FM 96941
	Alissa	Takesy	Protected Areas Network Coordinator	FSM National Govt. Dept of Resources & Development – Division of Resource Management & Development	fsm_pan@mail.fm		PS-12, Palikir, Pohnpei FM 96941
	John P.	Wichep	Plant and Animal Quarantine Specialist	FSM Quarantine Services, Dept of Resources & Development	pniagriculture@mail.fm john_wichep@yahoo.com		FSM National Govt. Dept of Resources & Development
	Engly	Loanis	CRE State Coordinator	COM-FSM / CES Pohnpei	englyioanis@comfsm.fm		Kolonias, Pohnpei FM 96941

	Mark	Kostka	Agriculture Extension Agent COM-FSM	College of Micronesia FSM - Cooperative Research & Extension	mkostka@comfsm.fm		
	Mayoriko	Victor		Division Of Forestry		691 320 7457	Kolonia, Pohnpei FM 96941
	Alpenster	Henry		COM FSM Cooperative Extension Service	ppmicronesia@mail.fm	691 320 5731	PO Box 2299 Kolonia, Pohnpei FM 96941
	Augustine	Primo		Cooperative Extension Service	aprimo@comfm	691 320 5731	COM-FSM / CES Kolonia, Pohnpei FM 96941
	Steve	Scaliem		Kolonia Town Government		691 320 2420	Div. Of Forestry Kolonia, Pohnpei FM 96941
	Gibson	Susumu	Agriculture Program Manager	FSM Government	gibson.susumu@dea.fm	691 320 5133	Pohnpei Campus
	Ricky	Carl	Finance and Policy	The Nature Conservancy	rcarl@tnc.org	691 320 5731	
	Gibson	Santos		HRCS – USDA PIST member			
			Extension Agent	CES - Land Grant Programs, Pohnpei Campus	kalahngan@yahoo.com	691 320 5133	

Workshop evaluation:

Prior to the workshop, questionnaires were sent to all identified participants to determine experience, interest in the workshop and agency/manager support (Appendix 3). As with the Palau pilot workshop in 2008, less than 50% of the questionnaires were returned. The reasons for the low response were not clear, but some attendees said that they had not received any information about the workshop from their managers. Participants were also sent a reduced version of the workshop workbook to help their preparation. Not all teams took the opportunity to prepare.

As a check on progress of the workshop at the end of the first week, participants were asked “*What is the most important thing you learned this week?*”. Written answers showed a variety of responses, but “planning” was the dominant reply. Full responses are in Appendix 4.

A discussion on the strengths and weaknesses of the workshop was held on the last day. A summary of the discussion is in Appendix 5.

The workshop was evaluated by questionnaire on the final day. Each participant was asked to score some questions (1 = No, not at all; 4 = Yes, completely) and to provide a written response to others (average scores and full written responses can be seen in Appendix 6).

In general, participants scored the workshop very highly and the evaluation clearly shows that the workshop was successful. Most questions received a score above 90% with the lowest score (related to the time available), indicating that the length of the workshop was regarded as too short (Q10 = 83%).

The question about the workshop meeting expectations (Q1) scored 94%, as did the question about the usefulness of the workshop in improving participants’ knowledge (Q13). Comments in response to Q1 included “Yes, indeed. I learnt what I expected and also other skills . . .”, “Yes, more informative than expected” and “Met our expectation on how to measure success in our project”.

The highest score (98%), was given to question (Q14) about whether the methods used in the workshop would help participants in their work. Comments in response to Question 14 (*Will the methods used in this workshop help you personally in your work?*) included “Way more than expected”, “A very helpful workshop” and “Will help with other projects, not just weeds”.

The response to Question 9 (prior involvement in project planning) showed that not all (69%) of the participants had previous experience. This response, in particular, emphasised the need for this type of training workshop with an applied planning focus and tools that get clear results.

It is not possible in a short workshop like this to address the more complex issues of invasive species management, such as decision theory and economic factors involved in deciding when to stop looking for the invasive, but the tools provided to evaluate each eradication programme are a major step forward.

Achievement of outcomes:

The workshop was intended to -

- Show how data is used as part of successful project management.
- Give weed control personnel the skills and confidence necessary to collect and manage data for project planning, implementing, monitoring, evaluating and accountability purposes.
- Provide an efficient and effective data collection and management system that is easy to use and maintain and is adaptable to similar projects across the Pacific.

As described above, participants provided positive evaluation of the workshop and asked for follow-up training. Usefulness of the system for other Pacific nations was also discussed and agreed on.

Lessons learned:

Having several teams at the workshop provides opportunity for sharing experiences with projects. The process used in the workshops is designed to encourage maximum engagement from participants. The content can be tailored to each team's (agency's) project(s) and experience. This approach to training allows for individualised team instruction, to address the wide variation between teams and individuals in knowledge and skills, particularly in computing proficiency.

With Palau, Marshall Islands and each of the four Federated States of Micronesia all having their own language and English as the intermediate communication, seven languages were used at the Pohnpei workshop. Another important strength of the approach used in this training is that teams can work on their own project in their own language.

Issues that arose but could not be addressed during the workshop included:

- A narrow range of products is available to most agencies which restricts both herbicide choice and application technology and affects chances of successful invasive plant management
- Some agencies do not have anyone certified to use herbicides
- Some agencies do not provide any safety training
- Some agencies do not provide safety equipment
- Most agencies have very limited resources to use in project implementation

Next steps:

Several participants asked for follow-up action to build on the successful learning accomplished at the workshop. This would best be done with visits to individual teams in their home territory so that targeted and applied training can be achieved. Participants from Palau and Yap emphasised the value they received from follow-up visits after attending the Palau pilot workshop in 2008.

The success of the workshop should be shared with other areas of the Pacific and, if requested, workshops need to be organised.

Coordinated efforts should be made to provide training throughout the Pacific in other aspects of invasive species management which could not be covered in this brief workshop.

ACKNOWLEDGEMENTS:

Many people contributed to the success of this workshop. It was a cooperative effort and I would like to thank Sean Austin (TNC) for commitment, encouragement, organisation and making the workshop happen; Joel Miles (NISC) for commitment and support; David Moverley for agreeing to participate at very short notice; members of the Micronesian Regional Invasive Species Council for sponsoring the workshop; members of the Pohnpei Invasive Species Taskforce for hosting the workshop; the Conservation Society of Pohnpei for logistical support; supervisory personnel from Pohnpei who attended the Feedback seminar; the German Government's Life Web Initiative for funding; and my Pacific Invasives Initiative colleagues for giving me the time to help plan and to run the workshop. Special thanks to all the practitioners whose participation made the workshop a success.



APPENDIX 1

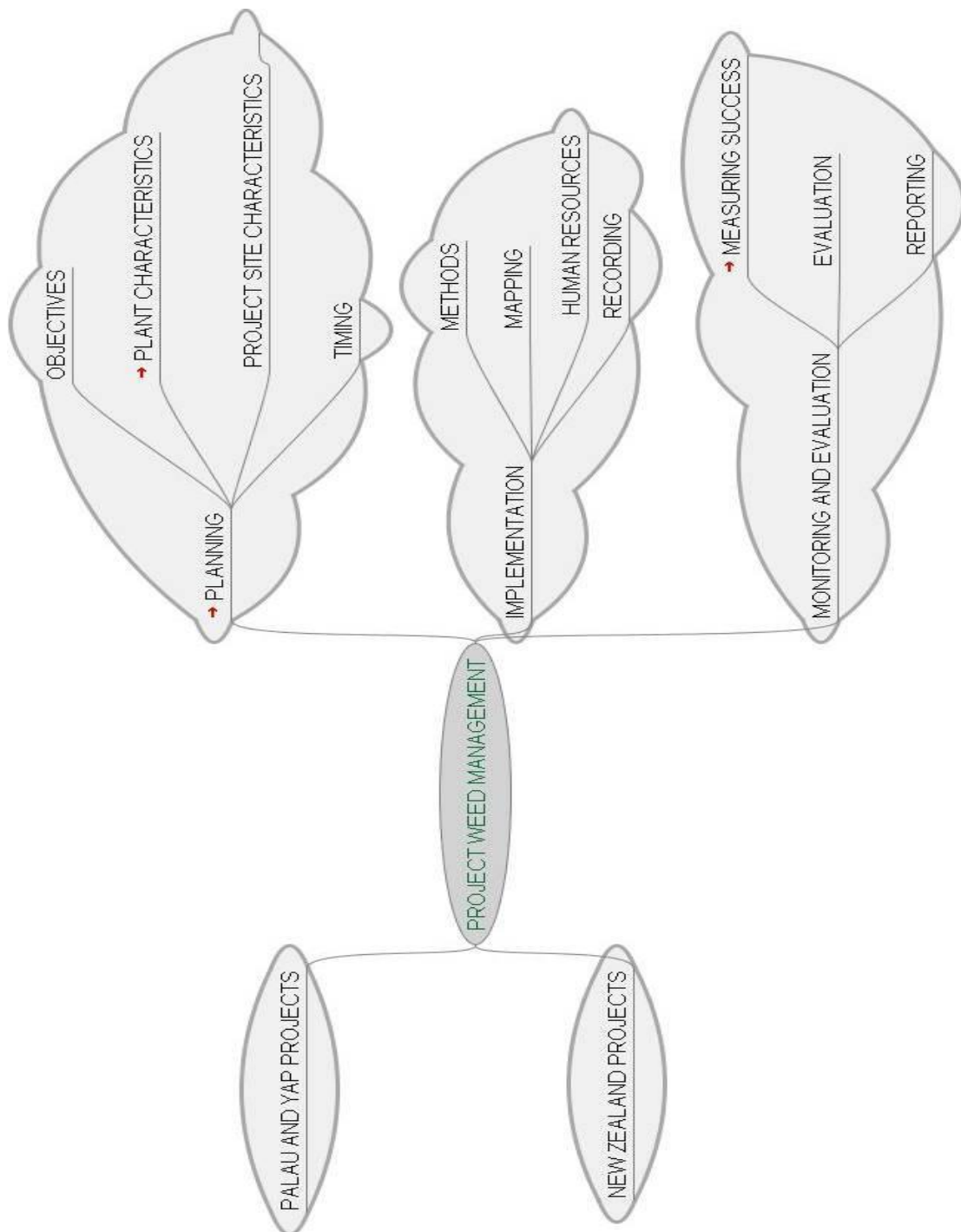
INVASIVE PLANTS DISCUSSED AT THE WORKSHOP

RISC TLA*	Common name	Family	Genus	species
AFT	African tulip	Bignoniaceae	<i>Spathodea</i>	<i>campanulata</i>
CLQ	Bronze-leaf	Lamiaceae	<i>Clerodendrum</i>	<i>quadriloculare</i>
COL	Chain-of-love	Polygonaceae	<i>Antigonon</i>	<i>leptopus</i>
MEA	Chinaberry	Sapindales	<i>Meliaceae</i>	<i>azedarach</i>
CHO	Chromolaena	Asteraceae	<i>Chromolaena</i>	<i>odorata</i>
CLH	Koster's curse	Melastomataceae	<i>Clidemia</i>	<i>hirta</i>
FSK	False sakau	Piperaceae	<i>Piper</i>	<i>auritum</i>
HOR	Honolulu rose	Lamiaceae	<i>Clerodendrum</i>	<i>chinense</i>
IMP	Imperata	Poaceae	<i>Imperata</i>	<i>cylindrica</i>
IVG	Ivy gourd	Cucurbitaceae	<i>Coccinia</i>	<i>grandis</i>
FAM	Kerosene tree	Fabaceae	<i>Falcataria</i>	<i>moluccana</i>
LEL	Leucaena	Fabaceae	<i>Leucaena</i>	<i>leucocephala</i>
MEQ	Melaleuca	Myrtaceae	<i>Melaleuca</i>	<i>quinquenervia</i>
MEP	Merremia	Convolvulaceae	<i>Merremia</i>	<i>peltata</i>
MIK	Mile-a-minute	Asteraceae	<i>Mikania</i>	<i>micrantha</i>
OCT	Octopus tree	Araliaceae	<i>Schefflera</i>	<i>actinophylla</i>
PRX	Praxelis	Asteraceae	<i>Praxelis</i>	<i>clematidea</i>
RAT	Rattan palm	Arecaceae	<i>Calamus</i>	spp.

* three-letter-abbreviation (for data recording purposes only – not the standard taxonomic abbreviation/symbol; e.g. <http://plants.usda.gov/index.html>)

APPENDIX 2

WORKSHOP DESIGN



QUESTIONNAIRE TO DETERMINE EXPERIENCE AND INTEREST IN THE WORKSHOP AND AGENCY/MANAGER SUPPORT

Weed management project design and implementation workshop Pohnpei, FSM, 23 February - 4 March, 2009

PRE-WORKSHOP QUESTIONNAIRE

INTRODUCTION:

This workshop is for people with responsibility for field work, entering/managing data, or making project decisions. The workshop will focus on priority weed projects; designing, implementing, monitoring and evaluating to ensure success. It will give weed control personnel the skills and confidence necessary to collect and manage data for project planning, implementing, monitoring, evaluating and accountability purposes.

Your required contribution -

1) Please bring data to the workshop, e.g. historical records for two or more of your weed control sites from the beginning to the present, previous reports you have written, etc. This information will form the basis of the workshop.

2) Please prepare a brief presentation to the group describing your project(s) (e.g. species, methods, resources, plans, how you implement your plan, what you record, what you do with the records, how you measure success, how you present your results).

3) It is expected that attendees will create and, after the workshop, maintain a spreadsheet/database (on computer or paper) of project records to assist continuing management efforts.

3) We would like to get feedback on the workshop after you have had a chance to implement the learning. Would you agree to write a brief summary six months after the workshop? **YES** or **NO** (please circle one).

4) Please list previous weed management training.

5) What do you most want to gain from this workshop?

6) What technical resources (e.g. computer, laptop, GPS, software, field notebooks, etc.) do you use to assist with data management? Please bring any of these to the workshop.

7) Please list the major weeds you are working on and the methods and herbicides you currently use.

8) What documentation do you have about the weeds that are of most concern to you? Do you have enough information?

Name and signature

Position and Organisation

Name and signature of Manager

Position and Organisation

MID-WORKSHOP EVALUATION

Responses to question asked at end of first week (i.e. Planning, Implementation, Monitoring and Evaluation(x0.5))

“What is the most important thing you learned this week?”

Verbatim anonymous answers –

“About how to eradication work”

“Planning process to work with”

“Building project timeline and database”

“Data recording sheet”

“Communication”

“How to set up database”

“Data collection on dif species weed mgt as to location (sites)”

“Developing a worksheet, diferciate invasive weed species”

“Effective planning – action plan”

“Developing organisational skills register table – implications to work schedule planning and budget estimation”

“Gathing information”, “Data recording”, “Data processing”

“Do calculations on human resources, the Garlon4 uses and how much to be used in on each site”, “Planning processes”

“How to organise our daily work into a good workto”

“Planning process”, “Common name, botanical name and abbreviation name”

“To identify weeds”, “How to manage”, “Type of chemicals to use”, “How to handle chemicals safely (precautions)”

APPENDIX 5

FINAL EVALUATION - Discussion

Summary of points contributed to evaluation discussion at end of workshop:

<u>Good</u>	<u>Not So Good</u>
Presentations - described required actions in sequence	Time - needs 2 weeks
Education in many areas - planning - computers - other weeds	Health & Safety - not enough information
Interesting and fun!	Need explanation of technical terms
Sharing information - between agencies - between states	No lunches
Right workshop, right people, right place	Not enough ladies
Leave with working documents/tools	

EVALUATION QUESTIONNAIRE
Average scores and verbatim summary of comments



Pacific Invasives Initiative

Evaluation of -
Weed management project design and
implementation workshop
 Pohnpei, FSM, 23 February-4 March, 2009

We would like you to tell us about the changes in your weed management project design and implementation knowledge and experience as a result of the training workshop.

Please complete all questions – this questionnaire will help us design better workshops.

1.	<p>What did you expect to gain from this workshop?</p> <p>1 – That our work (programmes), will be discussed and make improvements accordingly.</p> <p>2 – I came here to gain management skills in regards to invasive species work.</p> <p>4 – I was expecting to learn data management this is all about weed, how to</p> <p>5 – Recording data process. Working with invasive species closely to present invasive species</p> <p>6 – I expect to fully prepare myself to designed and implement a positive control measures in the state of Kosrae projects</p> <p>7 – I will go back, do what I leard from this workshop</p> <p>9 – To gain more information about data processing and gathering information for future projects. How to prepare power points.</p> <p>10 – Managing data and extract info (graph) for report.</p> <p>11 – Improve skills on Data base system and spreadsheet. Improve control, implementation and evaluation in our project.</p> <p>12 – Expect to learn more in Excel, Species information, the way to calculate hours in working site, advanced GPS Training, GIS, Advanced Weed ID and Herbicide Properties and Recording Data Process</p> <p>13 – Learn more about dealing with invasive species</p>
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4.	<p>What are the main things you learned from this workshop?</p> <p>1 – How to set-up data base and how to make use of it.</p> <p>2 – The planning worksheet format. Skills learnt during the workshop e.g. excel worksheet.</p> <p>3 – I kind of get the whole weed management course but need to practice those that still need to improve my skills for effectiveness as well as the efficiency of managing the weed invasion. The workbook does provide lots of information missing from the past experience.</p> <p>4 – Planning a weed control project activities. Reporting on activities done by project.</p> <p>5 – Planning process. Implementation. Monitoring and evaluation.</p> <p>6 – Developing myself to know dif. plant characteristics. Optimum time of controlling. Mapping of front infested sites and spreading and collecting data and evaluating</p> <p>7 – 1. to preparing 2. Eradication 3. Control</p> <p>8 – To answering this I would like to say this workshop help me to guide me in all my activates in coordinate this invasive plant species. I really loved this workshop to allow me to understand where I stand. As this kind of workshop we really need.</p> <p>9 – How to gather information and prepare it to a power point for future projects. Also for presentation for different agencies for future funding.</p> <p>10 – Skill register. Work schedule</p> <p>11 – GPS (not really learned a lot). Data base system. Monitoring and evaluation the program.</p> <p>12 – Weed species information. Pasting pictures or data sheet in another spread sheet. Graphings (little bit). The new data sheet. Human resources. Control methods on each invasive species.</p> <p>13 – 1) Importance of planning your program step-by-step and what tools you can use to make planning more effective 2)How to monitor/evaluate the effectiveness/success of your work 3)Workshop was an opportunity to meet others from across Micronesia and Pacific doing similar work and so can network and share lessons learned.</p>		
5.	<p>Did you have the opportunity to contribute your knowledge and skills to the workshop?</p>	Yes 13	No 0
	<p>If 'No', what was the reason?</p> <p>1 – I hope so. I had the feeling that trainers did not expect too much from others.</p>		
6.	<p>Did the Workbook presented at the workshop help you in working through the design process? Please circle one (1 = No, not at all; 4 = Yes, a lot) 1 2 3 4 (Avg.=3.8)</p> <p>Please explain your answer –</p> <p>2 – It allows all the information into a clear, organized sequence of work done and proposed.</p> <p>3 – Have provided the wide spectrum that should very improve (check/list) my work to be successful and accountable/transparency with great support and funding.</p> <p>4 – First time to see this kind but it really helps, I just found out that reporting is easy when using the workbook format.</p> <p>5 – It tells me kinds of equipment that I should used.</p> <p>6 – I now have the full ideas of how I fail during the preveous eradication project in Kosrae.</p> <p>7 – It decide on what will do on our report.</p>		

	<p>8 – As I really learned more of the all speical tools to our works and it will benefit to my state as well</p> <p>9 – It was very informative, it help us do things in order and on time. The process also showed us how to do our power points for future presentation for funding.</p> <p>10 – The workbook is well design that it was very easy to translate it into the report and power point.</p> <p>11 – Answering all the question helps me a lot</p> <p>13 – Very useful. Helped to break down work into simple segments that made the bigger picture clearer.</p>
7.	<p>Which invasive species management strategy do you think is the most important for Micronesia? (Please choose one and explain your choice.)</p> <p><input type="checkbox"/> Prevention (8)</p> <p>1 – Prevention is better than control</p> <p>3 – I say here prevention as it is cheaper then the other two method of control so expensive time consumptive/resources are limited at all times.</p> <p>4 – It is best to prevent than eradicate because in many cases its too much and difficult to control</p> <p>5 – The most important management for invasive species is to prevent from coming to the island instead of eradication and controlling</p> <p>12 – Let quarentine fully inspect (first line of Defense). Prevent them from invading before we control.</p> <p><input type="checkbox"/> Eradication (4)</p> <p>8 – From my own knowledge to eradicate all invasive weeds are very important because if the people understand the threat of the invasive they may say (yes)</p> <p>11 – If a new invasive species introduce get rid it right away</p> <p><input type="checkbox"/> Control (1)</p> <p>2 – I choose control because I believe that different people have different choice. If prevention is chosen, then I really think its unrealistic, especially without proper funding.</p> <p>10 – I choose all because they are all should be done</p>
8.	<p>Did the explanations of the presenting team help you in working through the process? Please circle one (1 = No, not at all; 4 = Yes, a lot) 1 2 3 4 (Avg.=3.7)</p> <p>Please explain your answer –</p> <p>1 – Some people were difficult to understand (day one).</p> <p>2 – Explanations were straightforward and easy to comprehend</p> <p>3 – Yes, very skillful lots of experience of their work and easily understandable. Show their eagerness and willingness to assist the participant.</p> <p>4 – Very well done, it went very smooth not too much, just right. I never get bored throughout the 8 days.</p> <p>5 – These workshop help me to know many different species in the pacific</p> <p>6 – The presenters did a splendid work, where everybody satisfy w/ what has been presented.</p> <p>7 – I learn of a lot</p>

	<p>8 – Absolutely yes by sharing information are very important to attop someone skill</p> <p>9 – Bill and Dave did a really good job for the training. I think all the groups have learned how to do the data for future presentation in their own agencies.</p> <p>10 – It shows me how they are link and how data could be used</p> <p>11 – We learned what’s other team knows that we don’t and share ideas to come up with best solution</p> <p>13 – Awesome job</p>		
9.	Have you been involved in project planning before?	Yes 9	No 4
10.	<p>Was there enough time to cover all the issues in this workshop? 1 2 3 4 (Avg.=3.3)</p> <p>Please circle one (1 = No, not at all; 4 = Yes, a lot)</p> <p>Please explain your answer –</p> <p>2 – I think the time was enough. I think the field trips could have used some of the time put into classroom work</p> <p>3 – Maybe little more time as to the chemical application, and weed species identification.</p> <p>4 – I know if there was not enough time we cannot make it to do reports and PP</p> <p>5 – It is needed to tranfered into excel</p> <p>7 – Need more time on ..[?]. + record + mapping</p> <p>8 – From the technical facilitator he had very very clear explanation regarding his teaching and the we he talked</p> <p>9 – We need a follow up training for G.P.S and GIS</p> <p>10 – Yes, except the powerpoint preparation</p> <p>11 – Yes, a lot it was very education and informative covers everything in just a short time</p> <p>12 – Need more time: everyday I learn but the longer we are, the better I learn</p>		
11.	Do you think that invasive weeds can have effects on livelihoods as well as biodiversity?	Yes 13	No 0
	<p>Please explain your choice (give examples if possible) -</p> <p>1 – 1 W can overgrow, compite with useful plants. 1 W can kill useful plants, can have negative effects at the water shed</p> <p>2 – Oh yes. People (islanders) live/depend mostly on biodiversity. Thus, we should control, prevent, and/or eradicate any alien invasives that could jeopardize our livelihood.</p> <p>3 – Yes, very much. Most Micronesian has very limited knowledge of invasive and official key leader (political) never prioritize in any history of Micronesia.</p> <p>4 – On a small island nation where you see water on both sides, if these weeds grow, they will cover the very small portion that is suitable for farming – no food/fruit, veggies</p> <p>5 – The African tilup already covered all over the place and there is no eradication as been done to it.</p> <p>6 – Food security</p> <p>8 – Invasive weed causes many impact more likely on crops livestock mainly animals human water soil nurients sunlight and decline the economy</p>		

	<p>9 – It can change our ecosystem and change our way of life</p> <p>10 – It is the most evil thing. It is silent, slow, and affect economy, lifestyle, agriculture.</p> <p>11 – Threaten our economy an our way of life</p> <p>12 – Of course. They will compete to useful plants, invades the eatable plants for human and animals</p> <p>13 – Invasives definately, without a doubt, have effects on biodiversity and livelihoods. (Ex: food security, endemic plants/animals, economy, extinction, shift balance of ecosystem.</p>				
12.	Did the Presenters give clear explanations and instructions for all topics without using too much technical language?	Yes 11	No 1		
	<p>Any comments?</p> <p>1 – Some of the technical terms could have been explained better e.g. what is 0.6% consentration, what is volum, different nozzles.</p> <p>3 – Very well presented and understood easily</p> <p>4 – No comments, pacing was excellent. It ran very smmoth</p> <p>5 – It’s need more explanation or recording data into excel. It also need more training on excel.</p> <p>8 – Instructor give very clear explantion of every topics as given</p> <p>9 – No comments</p> <p>10 – None</p> <p>11 – Was simple language with clear pacture to clearly explain every thing</p> <p>13 – Awesome job</p>				
13.	How useful was this workshop for improving your knowledge and skills? (Please circle one)				
	Knowledge:	Not useful	Useful	Quite useful (3)	Very useful (10)
	Skills:	Not useful (2)	Useful	Quite useful (1)	Very useful (10)
14.	Will the methods used in this workshop help you personally in your work?				
	Please circle one (1 = No, not at all; 4 = Yes, a lot)				
		1	2	3	4 (Avg.=3.9)
	Please explain your answer –				
	<p>1 – I am able to use a new database. Participants should be more involved in discussions.</p> <p>3 – Way more than expected</p> <p>4 – As a new assistant chief who oversees the division, this is a very useful tool for me to guide my co-workers and me as well</p> <p>5 – This workshop helps me the name of the species, their appriivation?, kinds of tools/equipment be needed, and how to control species.</p> <p>7 – It will help on my big invasive weed project</p> <p>8 – A very helpful workshop. I worked differently, when I learned this method. I’m sincerly would use this method</p> <p>9 – Yes, it will help me project our future projects.</p>				

	<p>10 – Many of things learn in this workshop are applicable to other natural resource management</p> <p>11 – Would help do planning some other project not weed management but, other project</p> <p>12 – ex. apply control methods instead of just spray, this reduces time and save Herb.</p> <p>13 – Definately. We have the step by step how to of weed management planning; now we must use it and improve on work.</p>
<p>15.</p>	<p>What ideas do you have for follow-up training in weed project management?</p> <p>1 – Perhaps more hand-on training</p> <p>2 – I think the planners of this type of workshop should insert financial resources and supplies that will definety help the process of invasive community.</p> <p>3 – Maybe have it in different location to follow up and at the same time see other new issues as we go from place to place</p> <p>4 – Follow-up to see what works best in each country. It might varies between big islands and small tiny atolls</p> <p>5 – Attend more training on weed control when it will be happen to my contries.</p> <p>6 – Control management; pesticide application and formulation, more follow up to fully coordinated with other participants</p> <p>7 - Sine more participant to attend</p> <p>8 – I really need more training for the main purpose I just learned many from this workshop but in other field I need as well more likely on Herbicide will help me for the eradication process.</p> <p>9 – We need GIS and GPS training also Applicator’s training</p> <p>10 – 1. GPS/GIS. 2. Herbicide.</p> <p>11 – GPS/GIS workshop / Private Applicator Training to become certified Herbicide applicator</p> <p>12 – Advanced weed ID. Advanced GPS Training. Data processing. GIS</p> <p>13 – Maybe a follow up session to share lessons learned, update on results of work we did here</p>
<p>16.</p>	<p>Do you have any further comments or suggestions that may help us improve our support to you? (Continue over page if necessary.)</p> <p>1 – Get participants more actively involved e.g. discussions make sure they understand terms.</p> <p>2 – TOO MUCH FOR this space, but I will share it next time.</p> <p>3 – Am thankful that I’ve got this opportunity to participate in this weed management workshop, had provided lots of informations that will improve my work more effectively/efficiently to make things happen.</p> <p>4 – Establish a network amongst everybody and keep it rolling</p> <p>5 – The comment/suggestion is to give more training for invasive species. Also give more training of not invasive species but other related species</p> <p>7 – No</p> <p>8 – I need more training on any training relative to invasive species as well. I thank you all, God bless you</p>

9 – We need more workshop for the people of Micronesia, cause we can not afford to loose our natural Resources and heritage from invasive plants and animals.

12 – Next training workshop I want us ALL to be informed or join

13 – It seemed a great need was certification for herbicide use. Very critical that people using these potentially dangerous chemicals are versed on their uses and effects on ecosystem. Would a follow-up on certification be possible?

THANK YOU for helping to improve this and future training workshops!

