



Landcare
Victoria Inc.

Victorian Landcare Community Knowledge and Skills

**Survey Report
October 2022**

This project is proudly funded by The Ross Trust and the Department of Energy, Environment and Climate Action (DEECA).



Energy,
Environment
and Climate Action



Contents

Overview	2
Results.....	2
Conclusion.....	4
Appendix A: Results	5
Question 1: Type of organisation.....	5
Question 2: Community development training needs	6
Question 3: Project development and implementation training needs.....	8
Question 4: Health and safety training needs	9
Question 5: Technical and scientific training needs	10
Question 6: Communication training needs	11
Question 7: Governance, administration and leadership training needs.....	12
Question 8: Sources of information about landcare	15
Question 9: Information Preferences	16
Question 10: Preferred delivery methods for training	17
Question 11: Preferred time and day to attend webinars.....	18
Other respondent comments	19

Overview

Landcare Victoria Inc. is working to support Landcare groups to become stronger, more capable, long lasting, motivated and appreciated for their hard work as volunteers. We want to deliver activities and resources that are meaningful and useful to our members, and this starts with understanding our member groups' needs.

This report summaries the findings from the community Landcare knowledge and skills survey that forms part of a pilot project run by Landcare Victoria and co-funded by Department of Environment, Land, Water and Planning and The RE Ross Charitable Trust – “Advancing Landcare Pilot Project”.

The purpose of the survey is to gather information about the knowledge and skills required by the landcare community. It helps us understand and prioritise the training needs of Landcare Groups and frame the next Landcare Victoria activities and the model of delivery.

This survey was designed for landcare volunteers, taking into consideration that time is usually a limitation, so that it was easy to read, understand and respond to.

The survey was broken down in six sections or ‘knowledge themes’ to help with organising and breaking down the data. This aligns with a previous knowledge and skills framework survey delivered to landcare professionals, enabling us to align the data on community needs with the identified training pathways for Landcare. The six knowledge themes are:

1. Community development
2. Project development and implementation
3. Health and safety
4. Technical and scientific
5. Communication
6. Governance, administration and leadership

The survey was circulated to 695 individuals, including Landcare Group contacts, professional staff, and agency support personnel. Survey analysis is based on the 268 responses received by Monday 17th October 2022.

The survey findings will be used to help frame priority actions, timelines, and methods for the delivery of activities and resources under the Advancing Landcare Project.

Results

The survey was circulated to 695 individuals, including 561 Landcare Victoria Member Group Contacts, and 134 Landcare affiliates including: Landcare Professionals (Facilitators, Coordinators and Project staff), Regional Landcare Coordinators, Landcare Victoria Board Members and Members Councillors, and Department of Environment, Land, Water and Planning contacts. This circulation also included a request that the survey be passed onto other landcare group/network members who could contribute, which further broadened its distribution.

Survey analysis is based on the 268 responses received up to 8.00am Monday 17th October 2022.

Survey respondents were asked to identify their affiliation within Landcare as either a Landcare Group (73%), Landcare Network (15%), or Friends of Group (12%). These response rates broadly reflect current data on the make-up of the Victorian Landcare sector, suggesting findings are indicative of sector needs.

The survey identified the training priorities of the landcare community, under 6 knowledge themes, with the final theme: Governance, administration and Leadership being broken down into the 3 sub-areas. The table below provides a summary of the priority training needs for community landcare based on these themes. See Appendix A for a more detailed analysis.

Knowledge theme surveyed	Top Priorities
1. Community development training needs	<ol style="list-style-type: none"> 1. Strategic planning 2. Recruiting new volunteers and inspiring young people to volunteer 3. Stakeholder engagement and partnerships 4. Group facilitation skills
2. Project development and implementation	<ol style="list-style-type: none"> 1. Funding for landcare – sources and processes for securing funding 2. Project planning, development, costing and documentation
3. Health and safety	<ol style="list-style-type: none"> 1. Workplace health and safety 2. Risk assessment and management 3. First aid and mental health, well-being and burnout
4. Technical and scientific	<ol style="list-style-type: none"> 1. Weeds 2. Citizen Science 3. Urban Landcare 4. Biosecurity
5. Communication	<ol style="list-style-type: none"> 1. Social Media 2. Marketing your group/organisation
6. Governance, administration and Leadership	
a. Governance training	<ol style="list-style-type: none"> 1. Running effective meetings and elections 2. Understanding committee roles and responsibilities
b. Administration training	<ol style="list-style-type: none"> 1. Financial governance, management and reporting 2. Inducting new members, volunteers and employees
a. Leadership training	<ol style="list-style-type: none"> 1. Succession planning 2. Productivity and time management

The survey also invited respondents to offer general comments about training and development needs. Several respondents suggested that they would like more on ground, specific technical priorities (for example, plant identification and pest control) which were not among the options listed in this survey. This survey instead focused on capacity building needs that would help groups become stronger in their foundations so they can better source and deliver funding for their specific landcare issues.

In addition to identifying training priorities for community landcare, the survey also collected information on preferences for delivery, including methods of training, pathways for finding information, pathways for receiving information, and preferred time and days for participating in webinars.

The table below identifies these preferences.

Survey question	Community landcare preferences (highest ranked)
Preferred delivery methods for training	1. Workshops 2. Webinars
Preferred way of finding information	1. Landcare Victoria (website and phone) 2. Regional Landcare Coordinators
Preferred way to receive information	1. Email 2. E-Newsletter
Preferred time to attend a webinar	1. Evening 2. Morning
What day of the week to attend webinar	1. Weekdays

Conclusion

These survey findings help the Victorian landcare community and support agencies to better understand the training priorities and delivery methods for group capacity development activities that best suit the broader landcare community, noting that individual needs may differ from aggregated priorities and preferences.

In the short term, the survey results will guide the delivery of webinars and workshops under the Advancing Landcare Pilot project that target priority topics under each of the knowledge themes surveyed.

The results will also guide the timing and mode of delivery to best suit the majority of the landcare community. For example, the survey results indicate that activities are best scheduled for delivery on weekday evenings, or mornings (rather than during standard work hours) to maximise attendance.

Survey results indicate that the preferred communication pathways for the dissemination of training opportunities include Landcare Victoria (website and phone) and the 10 Regional Landcare Coordinators employed by Catchment Management Authorities. Opportunities communicated via email or e-newsletters are likely to reach the greatest audience.

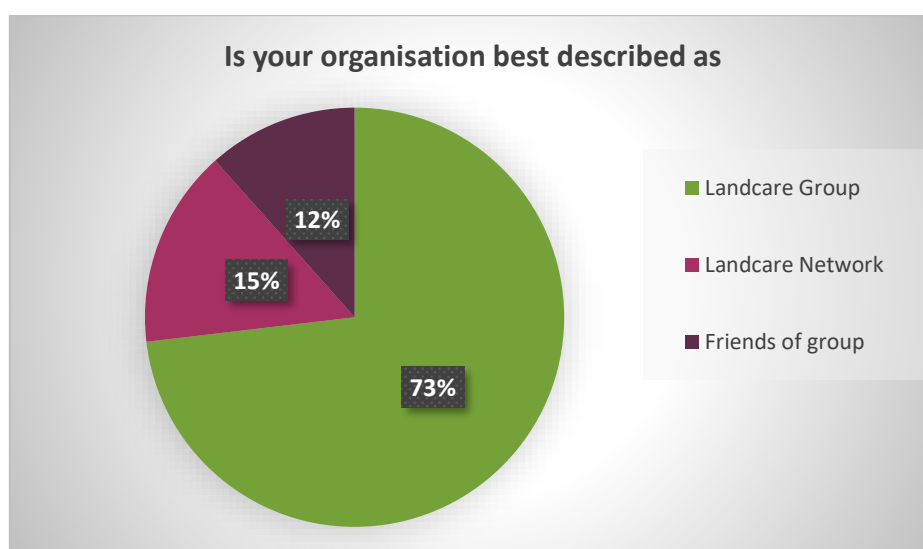
This knowledge will help Landcare Victoria Inc. CMAs, DEECA and other supporters of landcare to develop, deliver and coordinate activities and resources that are meaningful and useful to community landcare. In doing so it will enable us to strengthen the services we develop in support of Landcare groups becoming stronger, more capable, long lasting, motivated and appreciated for their hard work as volunteers.

Appendix A: Results

Question 1: Type of organisation

- Respondents were asked to describe their organisation. Where respondents chose 'other' the raw data were recoded to allocate the role to the primary classification.
- Most of participants were from Landcare groups.

Is your organisation best described as	No. of submissions
Landcare Group	196
Landcare Network	41
Friends of group	31
TOTAL	268

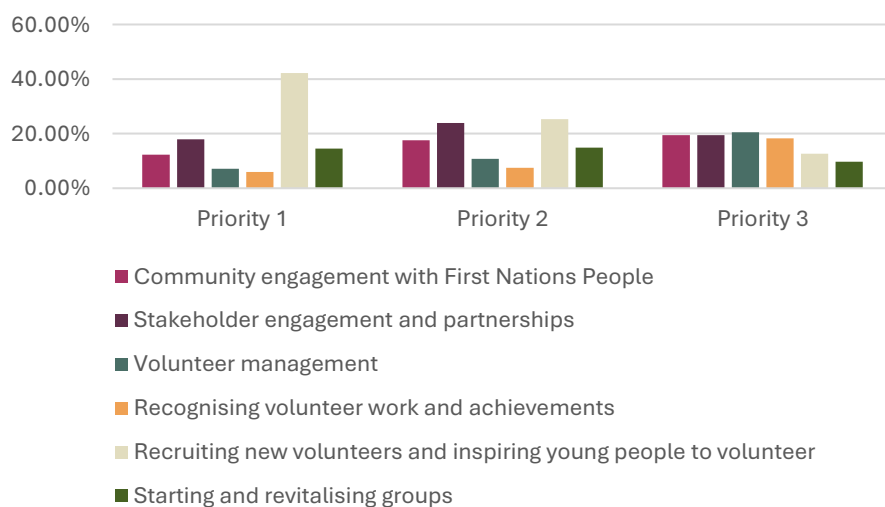


Question 2: Community development training needs

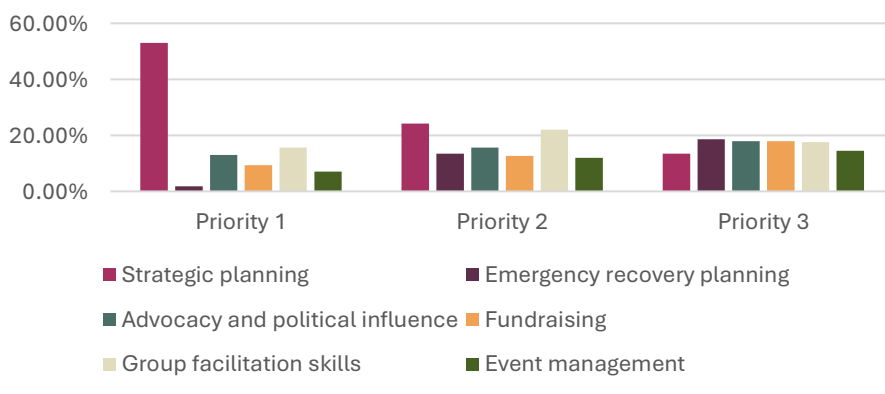
- Respondents were asked to prioritise 12 *community development* training needs of their organisation, for the next three years.
- This question was divided into two sections to make it easier for the participants to rearrange the options.
- The top four priorities were:
 - Strategic planning
 - Recruiting new volunteers and inspiring young people to volunteer
 - Stakeholder engagement and partnerships
 - Group facilitation skills

Community development training needs (Part 1)	No. respondents	%
Recruiting new volunteers and inspiring young people to volunteer	113	42%
Stakeholder engagement and partnerships	48	18%
Starting and revitalising groups	39	15%
Community engagement with First Nations People	33	12%
Volunteer management	19	7%
Recognising volunteer work and achievements	16	6%
TOTAL	268	100%
Community development training needs (Part 2)	No. respondents	%
Strategic planning	142	53%
Group facilitation skills	42	16%
Advocacy and political influence	35	13%
Fundraising	25	9%
Event management	19	7%
Emergency recovery planning	5	2%
TOTAL	268	100%

**How would you prioritise the following community development training needs of your organisation for the next three years, with one being your top priority?
PART 1**



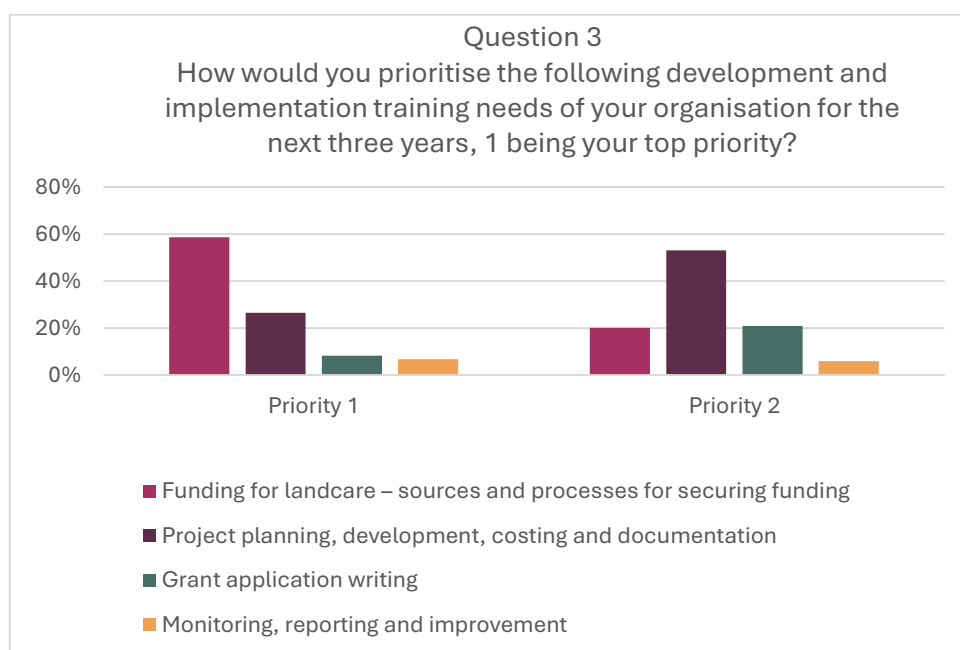
**How would you prioritise the following community development training needs of your organisation for the next three years, with one being your top priority?
PART 2**



Question 3: Project development and implementation training needs

- Respondents were asked to prioritise four *project development and implementation* training needs for their organisation, over the next three years.
- Over half (59%) of the participants responded that “funding for landcare – sources and processes for securing funding” was their top training need.
- 26% of participants responded that “project planning, development, costing and documentation” was a high priority.

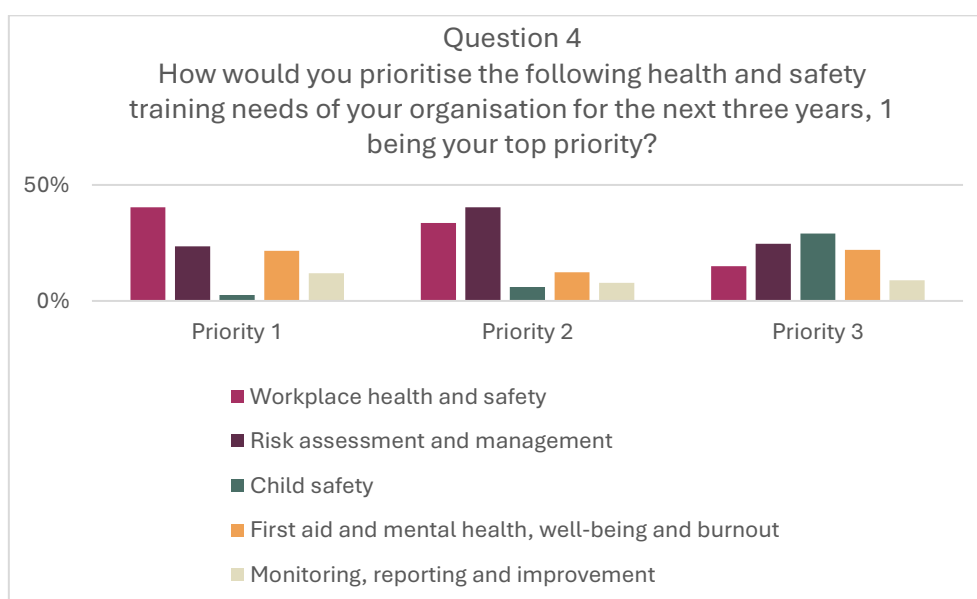
Development and implementation training needs	No. respondents	%
Funding for landcare – sources and processes for securing funding	157	59%
Project planning, development, costing and documentation	71	26%
Grant application writing	22	8%
Monitoring, reporting and improvement	18	7%
TOTAL	268	100%



Question 4: Health and safety training needs

- Respondents were asked to prioritise five *health and safety* training needs for their organisation, over the next three years.
- Most participants (40%) answered that “workplace health and safety” was on top training need.
- “Risk assessment and management” and “first aid, mental health, well-being and burnout” were very close as second and third most selected top priority, with 24% and 22% respectively.

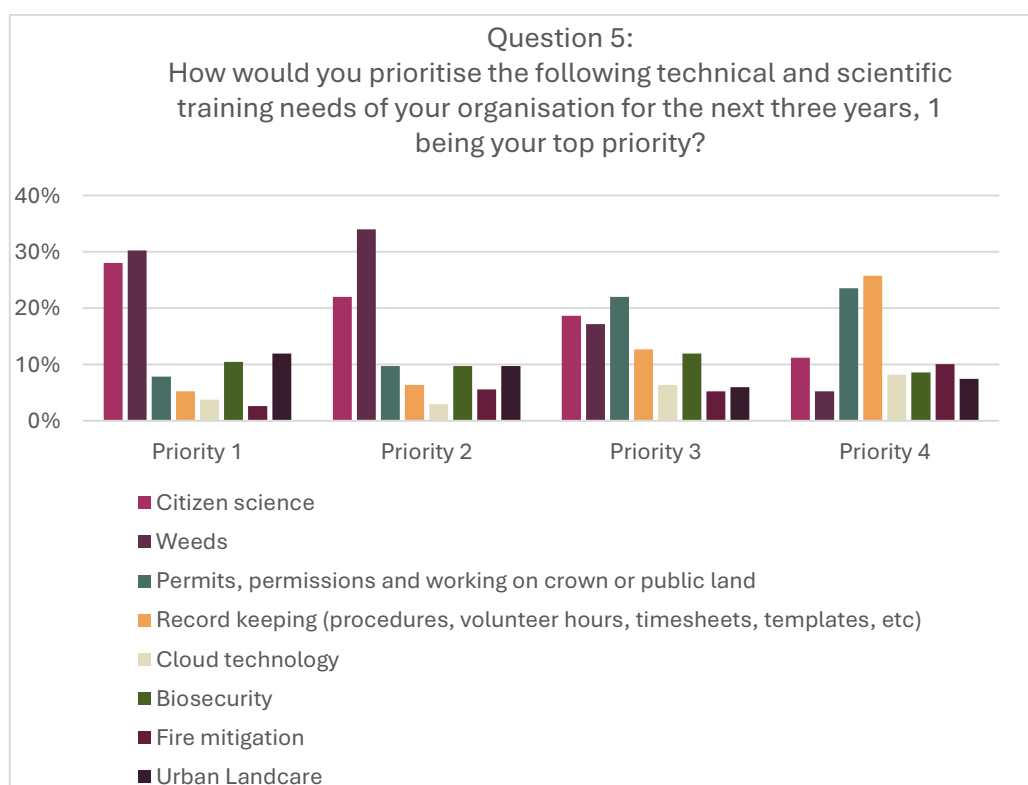
Health and safety training needs	No. respondents	%
Workplace health and safety	108	40%
Risk assessment and management	63	24%
First aid and mental health, well-being and burnout	58	22%
Monitoring, reporting and improvement	32	12%
Child safety	7	3%
TOTAL	268	100%



Question 5: Technical and scientific training needs

- Respondents were asked to prioritise eight *technical and scientific* training needs for their organisation, over the next three years.
- “Weeds” and “citizen science” were the participants top training needs with just under one third of the total respondents selecting these options (31% and 28% respectively).
- 12% and of the participants answered that “Urban landcare” was their top training need followed closely by “biosecurity” (10% of the total answers).

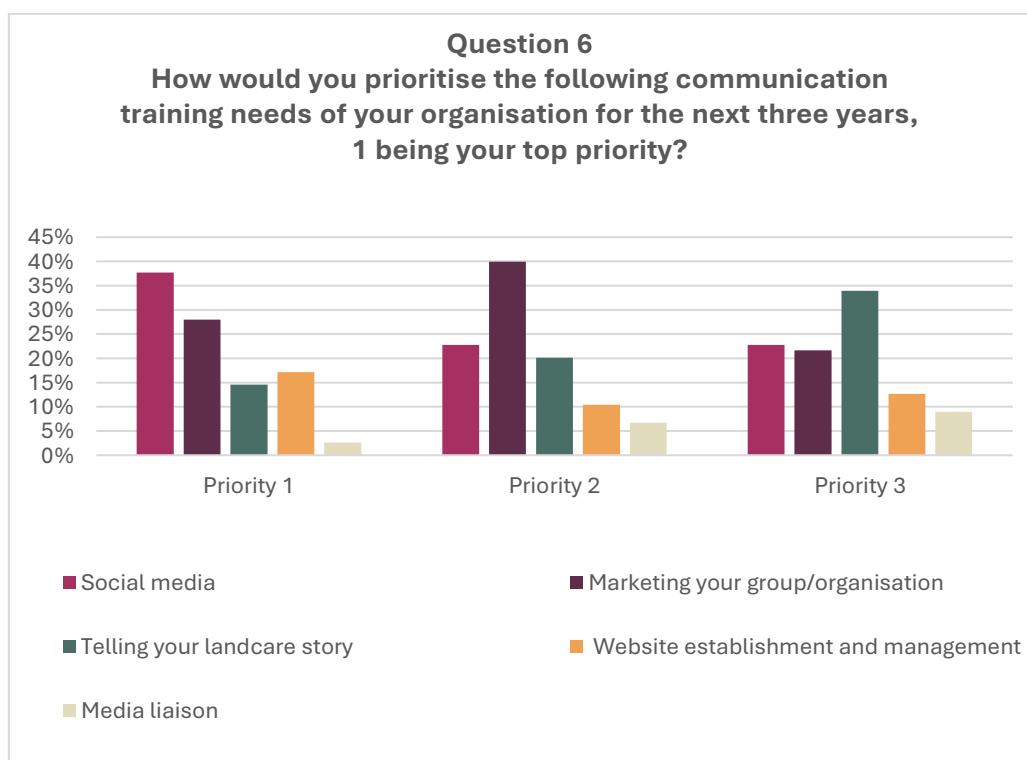
Technical and scientific training needs	No. respondents	%
Weeds	82	31%
Citizen science	74	28%
Urban Landcare	32	12%
Biosecurity	28	10%
Permits, permissions and working on crown or public land	21	8%
Record keeping (procedures, volunteer hours, timesheets, templates)	14	5%
Cloud technology	10	4%
Fire mitigation	7	3%
TOTAL	268	100%



Question 6: Communication training needs

- Respondents were asked to prioritise five *communication* training needs of their organisation, over the next three years.
- From the five options provided, “social media” training was the preferred option, with 38% of the respondents picking this topic.
- “Marketing your group” was also a top priority with over one quarter (28%) of participants selecting this option.

Communication training needs	No. respondents	%
Social media	101	38%
Marketing your group/organisation	74	28%
Website establishment and management	46	17%
Telling your landcare story	40	15%
Media liaison	7	3%
TOTAL	268	100%



Question 7: Governance, administration and leadership training needs

- This section was broken down into three parts:
 1. Governance
 2. Administration
 3. Leadership
- Under governance:
 - A large proportion of participants (47%) selected “Running effective meetings and elections” as a top training priority. The next most chosen option was “understanding committee roles and responsibilities” with 16% of participants selecting this training need
- Under administration:
 - The top two training needs in administration were clearly “financial governance, management and reporting” and “inducting new members, volunteers and employees” with 43% and 38% of participants selecting these options, respectively
- Under leadership:
 - Almost half of the participants (49%) selected “succession planning” as their top priority when it comes to leadership training
 - One third (33%) of participants selected “productivity and time management” as their top training priority

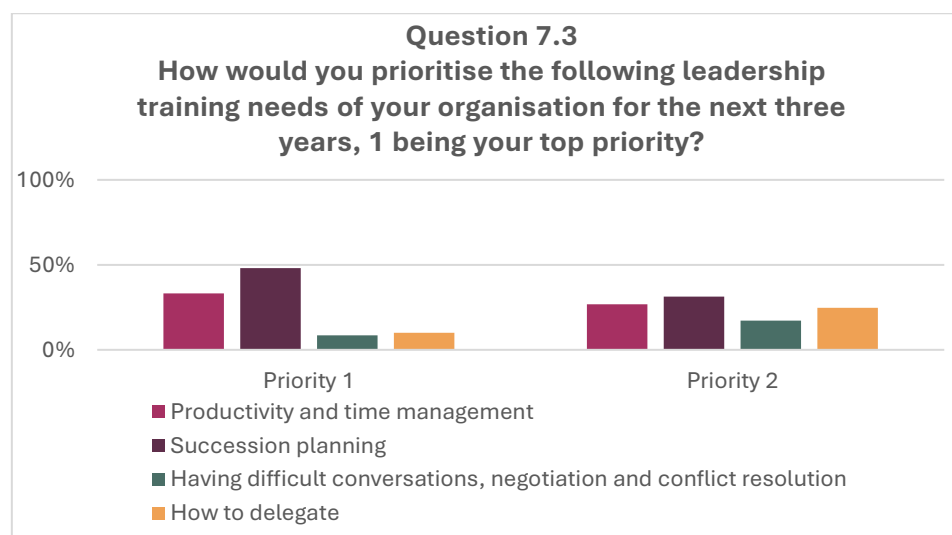
Governance training needs	No. respondents	%
Running effective meetings and elections	126	47%
Understanding committee roles and responsibilities	44	16%
Policy development and implementation	36	13%
Law and Legal duties	26	10%
Deductible gift recipient and taxable charity concession information for Landcare groups	23	9%
Association rules and constitution	13	5%
TOTAL	268	100%



Administration training needs	No. respondents	%
Financial governance, management and reporting	114	43%
Inducting new members, volunteers and employees	102	38%
Insurance	24	9%
Human resource management – rules and practices	18	7%
Incorporation and business registration systems	10	4%
	268	100%



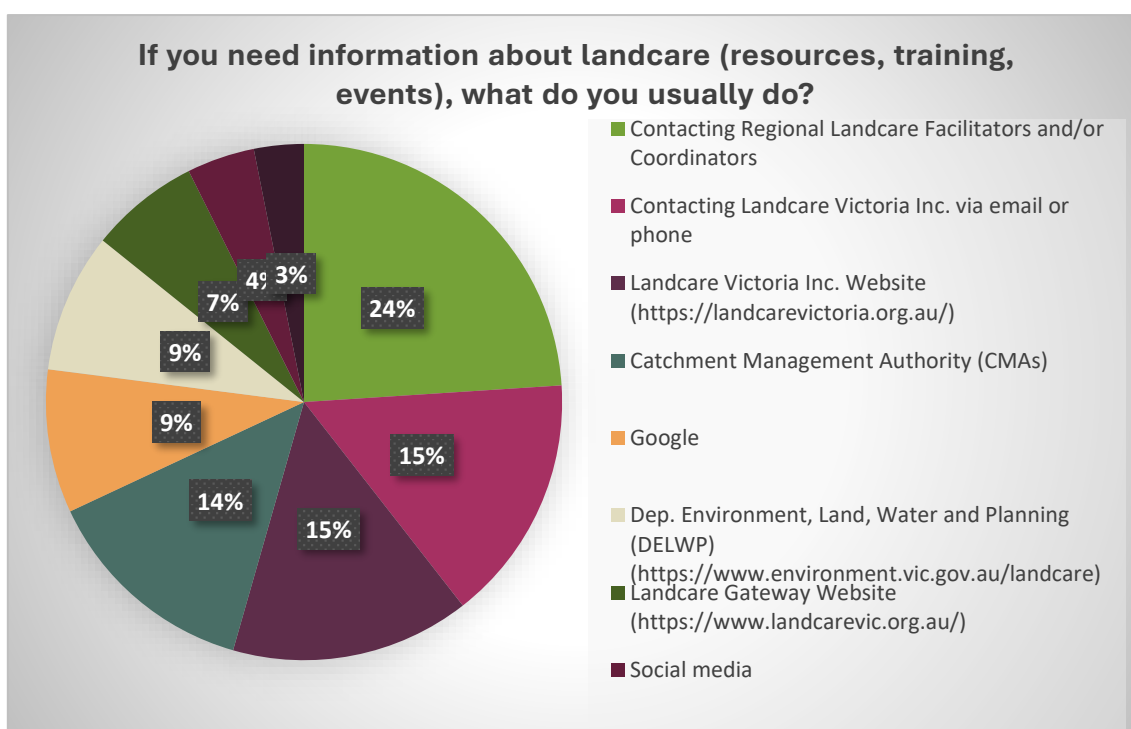
Leadership training needs	No. respondents	%
Succession planning	130	49%
Productivity and time management	88	33%
How to delegate	26	10%
Having difficult conversations, negotiation and conflict resolution	24	9%
	268	100%



Question 8: Sources of information about landcare

- When “contacting Landcare Victoria -email or phone” is combined with “visiting Landcare Victoria Inc. website”, many participants reported that Landcare Victoria is their main source of information (30%)
- Regional Landcare Facilitators and Coordinators came just under with 24% of participants selecting this option.

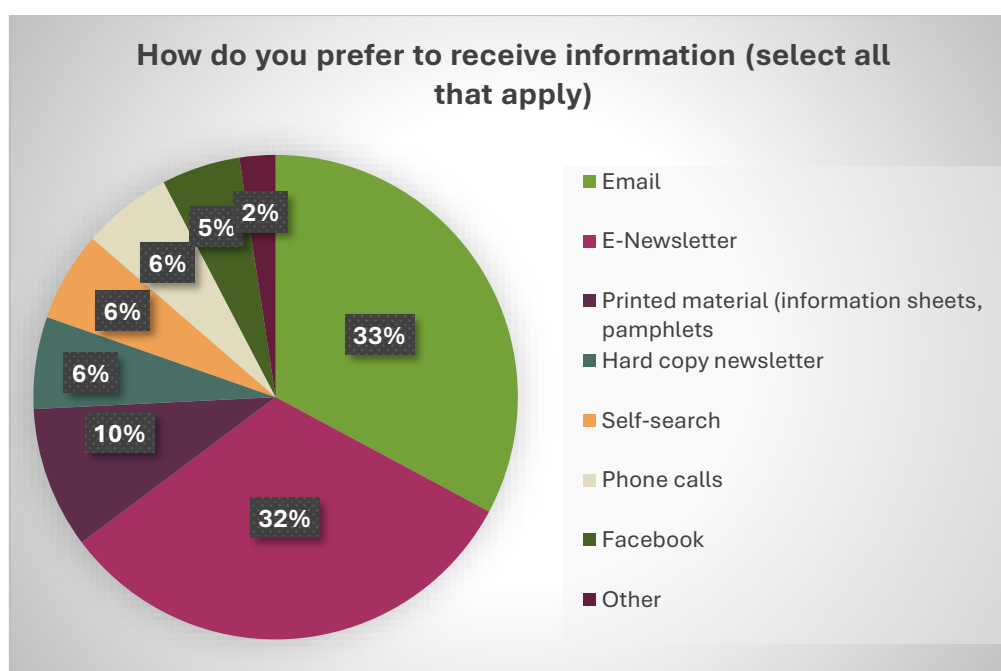
If you need information about landcare (resources, training, events), what do you usually do?	No. respondents	%
Contacting Regional Landcare Facilitators and/or Coordinators	192	24%
Contacting Landcare Victoria Inc. via email or phone	124	15%
Landcare Victoria Inc. Website	120	15%
Catchment Management Authority (CMAs)	109	14%
Google	72	9%
Dep. Environment, Land, Water and Planning (DELWP)	70	9%
Landcare Gateway Website	55	7%
Social media	34	4%
Other	25	3%
TOTAL	801	100%



Question 9: Information Preferences

- Participants were given eight options to choose from that relate to how (the method) information is received.
- From the eight options, the most popular choices were “email” and “E-newsletter” with 33% and 32% respectively.

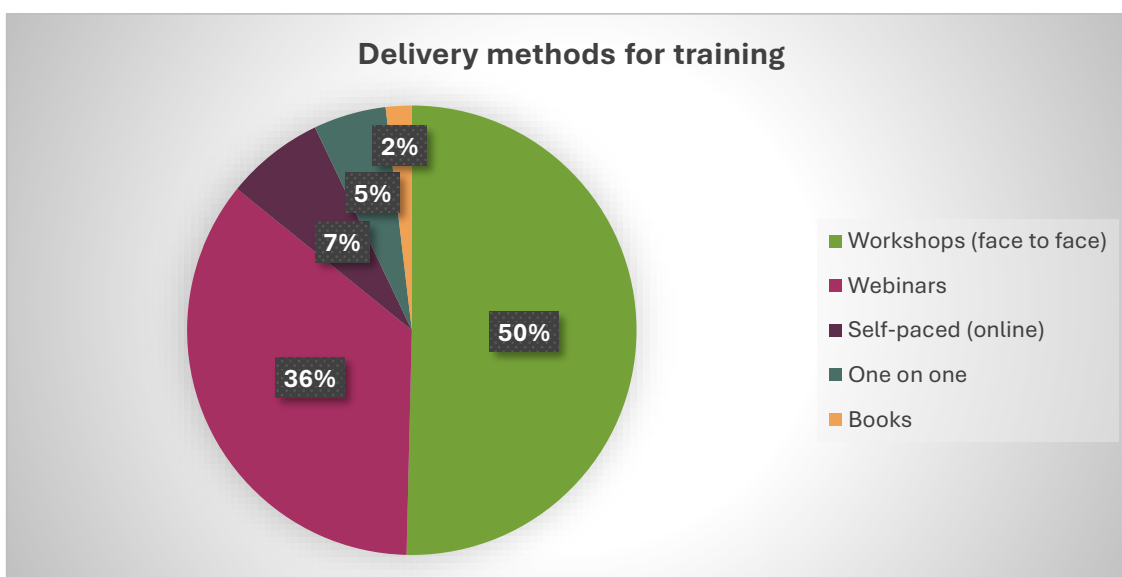
How do you prefer to receive information (select all that apply)	No. respondents	%
Email	219	33%
E-Newsletter	213	32%
Printed material (information sheets, pamphlets)	63	9%
Hard copy newsletter	41	6%
Self-search	40	6%
Phone calls	40	6%
Facebook	35	5%
Other	16	2%
TOTAL	667	100%



Question 10: Preferred delivery methods for training

- Participants were asked to rank their preferred methods of delivery and were given five options.
- Half of the total number of participants (50%) selected workshops as their preferred method, followed by webinars (35% of the total number)

Delivery methods for training	No. respondents	%
Workshops (face to face)	135	50%
Webinars	95	35%
Self-paced (online)	19	7%
One on one	14	5%
Books	5	2%
TOTAL	268	100%

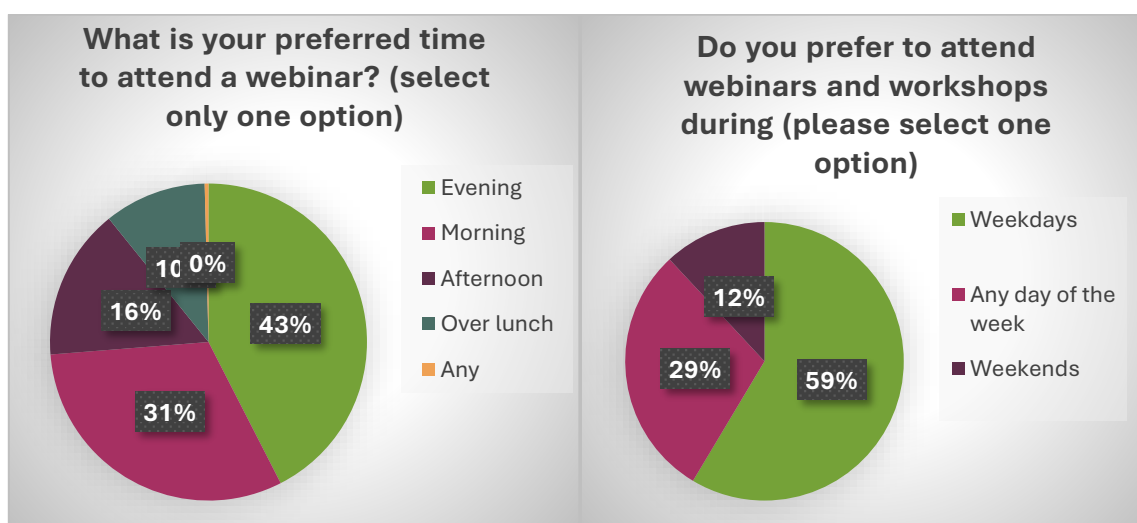


Question 11: Preferred time and day to attend webinars.

- Participants were given four options (plus other) to choose from regarding the preferred time to attend a webinar and two options for what day of the week.
- The majority of participants selected that they prefer webinars to be delivered during the evening on weekdays.

What is your preferred time to attend a webinar? (select only one option)	No. respondents	%
Evening	110	42%
Morning	81	31%
Afternoon	40	15%
Over lunch	27	10%
Any	1	0%
TOTAL	259	100%

Do you prefer to attend webinars and workshops during (please select one option)	No. respondents	%
Weekdays	157	59%
Any day of the week	79	29%
Weekends	32	12%
TOTAL	268	100%



Other respondent comments

Other comments section 1

- Participants were given an option to add any other relevant comments regarding any training needs that they thought were important to landcare groups and environmental organisations: *Are there any other skills and training needs not listed above that you believe would be important or very important for landcare and environmental organisations?*
- This option was provided at the end of the six knowledge themes training needs section.
- All responses were organised under their relevant knowledge theme or under “other”.
- No text was edited except to remove names of individuals.

Community development training needs

- How to get and keep volunteers
- Capacity building within groups; New techniques and methods for restoration and rehabilitation; The importance of younger generations"
- 1st priority new members
- "Collaboration with government and land managers
- Working with land managers for grant/funding opportunities
- Collaboration with private landholder groups (landscape outcomes) for improved 'big picture' conservation works.
- Community engagement skills particularly the understanding of the IAP2 Spectrum in order to ensure engagement is at the appropriate level when engaging with community and manages expectations. Understand the difference between community engagement and engaging with organisations and agencies.
- Community engagement, marketing, connections are our priority - a small group, where the committee does a lot of work for property owners, without much involvement. The landcare area has little public land, so there are limited opportunities for working for common 'good/improvement'.
- "Cultural Awareness training. Inclusivity training"
- Cultural heritage training with traditional Owner groups/cultural competency/Project Management
- Stewardship programs to attract younger members given ageing demographic of Landcare members.
- "How to engage landowners to encourage more revegetation and regenerative agricultural practices.
- How to communicate on ground NOM needs to DELWP
- How to inspire people to join and better yet go on the committee.
- How to liaise and engage with First Nations People
- How to reach out to our multicultural community
- Keep volunteers interested.
- Indigenous cultural heritage and working with local indigenous groups.
- Recruiting youth into our group.
- There should have been a separate Knowledge Theme just on planning to include: business planning, action planning, strategic planning, and project planning.

- Missing is a separate knowledge theme just on planning that could have included: Strategic Planning, Project Planning, Action Planning, Business Planning, and Property Management Planning.
- Volunteers are urgently needed.
- Groups don't have the people and getting older Avg age 45.3"
- We have just gone through flood and it would be good to have training and information on NOM flood recovery. We have also had fires in our area and fire recovery workshops were very important at that time. Soils and waterway management are other key topics. Property management planning, action and strategic planning, and business planning are other important topics that should have been part of this survey. Why weren't they included?

Project development and implementation training needs

- Planning/mapping for on-ground action at a landscape scale
- Whole-farm planning to assist prioritisation of actions for landholders".
- Data management of volunteers details, more specific ohs/HSR training such as working from heights and chemical training.
- Fee charging for projects by members (IN KIND)
- Future government funding streams and how to find out likely policy changes.
- How to apply for and receive large grants for soil health and productivity
- How to source funds for projects.
- Notification of funding opportunities from local CMA or government entities

Health and safety training needs

- Staffing for networks - how to retain employees, understanding HR requirements. There is so much responsibility on volunteer board members to manage staff."
- 1st Aid training; working with children checks and training
- Training for first aid. A requirement for events to have a trained first aider. This cost is often worn by the volunteer.
- "Training in contract management as we do contract management with contractors, which includes the need for Project Briefs and Requests for Quotes, it would be good to have training in these areas and templates too.
- Under 'Health and Wellbeing', mental health, well-being and burnout is a high training need for us (but not so much First Aid, which was lumped in with the others in the response option).
- We would also love training on options for employing or contracting a facilitator or project coordinator, as we are finding we have more work to do than is possible for volunteers alone."
- our network employees and contracts people, and we have committee members who need training in employing and managing staff/contractors, as they have never done it before. Related to this is that we contract out work to contractors and as part of the contracting process we need to draft project briefs, requests for quotes, and contracts etc and we training and templates for these.
- We are the (XXX Landcare Group), which covers much of the Dandenong Ranges, East of Victoria. We are somewhat a little different in as far as Landscape, needs and

concern for the future, so our issues are also somewhat different to the lowlands. We need area specific tools moving forward. We are a growing Landcare group and our profile is increasing as the community search for answers, however some of us are becoming burnt out and overloading, so we need more guidance for future planning, parts of some of the above listed.

Technical and scientific training needs

- Training in how to use equipment such as chainsaws, whipper snippers, etc.
- "Basic understanding of – ecology, - climate change threats"
- Biolink mapping and development of interagency partnerships to achieve the whole
- Building capacity in thinking larger landscape projects, building on landcare initiatives within the landcare group patch to how those projects can fit into a broader landscape approach
- Chemical spraying of weeds.
- Increasing the biodiversity of farm dams
- Seed collection
- Plant propagation
- Wheel Cactus injection"
- Data collection and record keeping of works undertaken NOM portal
- Feral animal management
- GIS mapping and data analysis
- I have found that new members, and those in schools need to know: 1) Understanding between indigenous plants and native. 2) understanding that planting need to include not just trees, but also the need to plant the community of plants relevant to the area."
- In an urban area there are many parties involved with landcare and environment. Too much emphasis on equipment, skills and training can result in little being achieved. For example, nest boxes installed incorrectly because the person with the ladder licence has no knowledge of wild life use of the boxes. Or there is a fancy machine that can remove pest species such as palms and cacti that is either underused or not capable of meeting the demands of the environment. With a little bit of planning much of this work can be achieved more simply before noxious pests spread.
- Invasive animal control
- Managing pest animals. For example Indian mynas are becoming increasingly invasive and decimating the native bird population. A concerted trapping program can make a difference (ie. Canberra Indian Myna Action Group).
- More Science based projects/vision - climate change and its impacts, importance of linking science with climate change and how to mitigate, adapt and plan for.
- None of the above addresses growing digital divide which excluding many volunteers from contributing. Many volunteers particularly need training, assistance or updating in IT related skills - ie using zoom, email, social media, various app's - on how to load and make various government (and some LVI) online processes (reporting, surveys, grant apps) work. The assumed IT knowledge of so many l/c processes is excluding many from being involved.
- "Supporting information on native species, planting regimes and cultural burning to improve plant and soil health .
- Basic introduction to carbon or biodiversity credits "

- Sustainability and climate adaption appears invisible, except maybe the disaster recovery part.
- The use of 'keys' to identify plants
- There is no mention of pest animal control ... this being essential for the likelihood of and for success with many projects. Rabbit management and a deeper understanding of any control program needing to be integrated, strategic, landscape wide and coordinated. The impact of deer is another community-wide area where increased public awareness and understanding of the need for, and how to control deer is needed on a state-wide basis.
- Under Technical and Scientific, need to add
 4. Pest animal control
 5. Soils - characteristics, management, including erosion
 6. Revegetation & resoration techniques
 7. Water - its management including storage, livestock requirements etc
 8. Biodiversity"
- "Training in best practice ecological restoration standards and techniques
- Training in identifying and managing ecosystem drivers
- Training in understanding patterns in the distribution of vegetation communities in relation to environmental factors including soil types, hydrology and topography"
- "Under Technical and Scientific should have included:
 - * Flood (natural resource management) recovery
 - * Fire mitigation and (natural resource management) recovery
- We want to plant trees and control weeds

Communication training needs

- Writing skills for social media, newspaper articles, etc, as well as grants."
- Know what other groups do well and how they did it.
- Was mentioned but grant applications important and Media attention
- We are in desperate need of new members otherwise the group will close within 12 months. Trying to produce an advertising brochure but it's not easy.

Governance, administration and Leadership

- Accounting Xero
- Could LVI suggest a template for routine monthly and annual financial reporting for a normal Landcare group undertaking quite a lot of on-ground project work and dealing with a growing membership base?
- How to run an animal group
- How to run hybrid meetings and the equipment needed
- I am quite skilled at delegation (eg identifying an area that would appeal to a person who may enjoy that challenge and opportunity for growth and interest, and recognising their contribution and praising that within the group). However as everywhere most don't have time or energy to contribute, or think that they don't and are anxious that if they do one thing they will then be manipulated to do more. Not just a current concern, as has always been. Another leader thinks that people come along to be entertained, rather than contribute with time or ideas. Or labour. Our area only has one viable farm in operation. Council rules changed some years ago and area has armlets with a nice

house in a lovely bush setting, and no conception of caring for the bush or the animals. A sweeping generalisation containing much truth. Nice people.

- It would be really useful to have a Landcare, monthly, Treasurer's reporting template please.
- Landcare groups need admin and secretarial support. As volunteer community groups, they rarely have the time to hold meetings, let alone secretarial management of the group. Having the time to undertake skills and training is the problem, and it's not a time management problem, most members are busy farmers running their own businesses, families, other community interests.
- Our small remote Landcare Group finds it difficult to find and encourage computer literate members onto the committee to replace ageing volunteers. Application for and administration of grants tends to fall to one or two people, while the digital expectation of funding bodies is only getting greater. We need a training program that is irresistible (funding, payment, certificate???) to encourage participation.
- Perhaps to learn additional skills to work with people with special sensitivities and needs so that they feel comfortable with their volunteering experience.
- Perhaps training with use of tools which may be unfamiliar to some volunteers and ensuring correct protective clothing is worn. This may be covered under workplace safety, but use of specific tools might not be.
- Public speaking, using microsoft, how to design a newsletter
- Really love most of what has been put up here. Want to also put forward the need for training in efficient running of groups ie mail chimp, google drives, email/membership lists etc to make the job communicating with members easier.
- the need for a good accounting method for all landcare groups, that is off the same across all groups
- "There should have been a separate Knowledge Theme just on Planning which could have had the following options: Property Management Planning, Business Planning, Action Planning, Strategic Planning, Project Planning, and Emergency Recovery Planning
- Under Governance, Leadership & Administration
 1. I don't think 'Human Resource Management - rules and practices' is explicit enough about the need for training and improved governance in employing and managing staff or contractors. Many groups and networks are ill-equipped and don't have the requisite skills or experience to manage staff or contractors.
 2. Contracts and Contract Management. Again 'Law and Legal Duties' is somewhat ambiguous and does not clearly cover contracts. Many groups and networks do contract management with contractors and employees, which can include the need for Project Briefs, Requests for Quotes, Position Descriptions, Contracts etc, which are all areas where training and templates are required.
 3. Record Keeping
- Some of our members need basic training in how to take minutes etc., which is a role that is often difficult to fill.
- We are volunteers trying to run an organization. We dont have a lot of time
- Too much time spent on filling in forms

Other

- Landcare groups should be funded
- NOT having to apply for GRANTS all the time for projects it is TIME consuming
- "We are all volunteers doing work that the Vermin and Noxious Weeds Board did up until 1970 as a Government Dept "
- reduction in paperwork
- there are many things above that are not relevant to the groups I am associated with as they are at different degrees of establishment, involvement and longevity.
- "We are a small Friendship group of approximately 25 members with a committee of seven. We regularly liaise with the (XXX) who are the land managers. Our training needs are quite small in the scheme of our (XXX) Wetlands four hectares in total of size. "
- We are over governed
- Working with First nations, Understanding treaty processes, rabbit management in cultural sensitive sites, board and governance training, privacy and cyber safety
- Working with peak bodies eg: Landcare Australia Ltd
- You should have an option for "Don't need this" ... at all.

Other comments section 2

- At the end of the survey, participants were given the opportunity to express any other comments or suggestions: *Any other comments or suggestions?*
- All comments and suggestions were allocated to the relevant knowledge theme or "other"

Community development training needs

- For us the hardest part is attracting volunteers, Landcare does not have much clout or prestige and physical work is not a first for our many on line indoor office workers.
- Group is currently in recess. Without new members no training will be needed
- This survey is necessarily general, but each group is going to have specific needs. We are a 20-year-old Landcare Group in need of succession planning and a new generation of Landcarers. We are good at governance, we have money in the bank, we utilize Microsoft Teams as a platform. We've managed to keep the Committee afloat over Covid, we've helped to set up a Network with other groups, but we need to find new members and we find that really difficult.
- "We have a very small group - monthly working bees attended by ~10 people. Minimal financial issues (operate on about \$1500 p.a.), 4 meetings p.a., all brief (40 minutes), volunteers mostly regulars. The big problem, as for most groups, is recruitment. We have a monthly newsletter that goes to ~100 people plus the State library.

Project development and implementation training needs

[no comments]

Health and safety training needs

- Our group gets support from a Landcare facilitator. I have heard horror stories about Landcare facilitators who have not been properly managed by their (Landcare) employers. Training on how to appropriately manage a Landcare facilitator seems to be imperative for all those Landcare groups and networks who employ a Landcare

facilitator themselves. Training also in understanding mental health issues and how to appropriately respond to mental health issues would be very valuable for many groups and networks. Recruiting, contracting, and employing Landcare staff is another big issue that groups and networks need help with, including the provision of appropriate training.

Technical and scientific training needs

- Farmers of hoofed animals understandably dislike Bracken Ferns, but I find new members start pulling out this native plant from our Bushland. Can we educate the public/teachers etc as the positives of bracken ferns in Australian Bushland?
- Other training topics that really should have been included in this survey include: under Technical and Scientific direct seeding and other revegetation techniques, soil, waterway management, and pest animal (and plant) control.
- "Samba wild deer are a significant problem for us coming out of the (XXX) Park eg out of 250 Indigenous Plants that were staked and guarded 200 were destroyed we had to purchase 1.2 metre high guards and stakes to get these Trees and Shrubs established So the Vic Gov needs to effect Deer control urgently as they are causing economic destruction to farmers and vineyards eating grapes.
- Rabbits and Blackberry are an ongoing problem"
- Other topics that should have been included in this survey include: under Technical and scientific: revegetation techniques, pest animal control (as well as weeds) and riparian management. "
- Site tours to show examples of works undertaken
- "training that we would be looking for is that which is relevant to hands on activities such as tree planting, weed and pest management.
- Most people didnt join landcare for training, they want to plant trees and control weeds and pests"
- Removing environmental weeds is our main activity, so weed identification, especially for new members, is always important with occasional planting if Council has undertaken erosion control earth works."

Communication training needs

- Comms Training is a very low priority compared to others listed
- "There is quite a lot of resistance to social media among our committee members although we are using it to communicate info about events etc to our membership.

Governance, administration and Leadership

- How groups develop within having difficult conversations group facilitation training
- "I think that the skills need by a Landcare Network are obtainable its funding the time to study that is the issue, weather that is for volunteers or paid project officers. you can build skills, its having the funds to support people to build skills.
- Not all the Governance and Leadership questions are applicable to our group situation. This is more relevant to our Network.
- Very simple needs no training really needed to keep it all going, but as I am 77 this week and have now led the group for 26 years, a bit of succession planning might be useful."

Delivery times

- Early evening weekdays
- Evening during weekdays, and mornings during the weekend.
- I work part time so am only available on Tuesdays during the week for volunteer work associated with Landcare. This is preferential to weekends though.
- "If weekend mornings, if weekdays evenings.
- Monday and Wednesday are preferable as they don't clash with local sport commitments
- Never on a weekend
- "Please note, we are all rather time poor - most of us work full time - and live in rural Victoria, so training needs to be online and brief. Ideally, we would tack on training to a meeting that we schedule once every 2 months on a Saturday.
- It would be great if there were a range of 15-min pre-recorded training videos for us to select."
- Preferred delivery method depends on the type of training. Webinars which are also recorded are usually the easiest to access.
- Saturday Mornings
- "Saturday mornings if weekends as work Monday to Friday. If during the week in the evening for the same reason.
- "Training after work hours, if during the week.
- Travelling times for workshops are too much for the older volunteers
- "Webinars are our preferred method of training. Especially if they are saved on-line, so can be used to check information given, as revision, and so those that were unable to watch the original webinar can also see it.
- Webinars are useful when no practical skills need to be learnt, and means we save time and money on travel.
- Webinars not preferred due to connectivity issues.
- weekdays/ evenings & weekend afternoons - ideally all training should have 2 delivery times - one catering for those doing webinars during business hours and one for and many people who need to attend them out of business hours
- When the weather is inclement?

Other

- "All good keep up your valued work in landcare it is appreciated (XXX landcare group)."
- allow respondents to print a copy of the survey and for discussion within their group
- As I'm retired my options would not suit younger people.
- "Could some workshops be rolled out by Landcare facilitators with groups in their network so that content / issues can be tailored to the area and the needs of those groups ? Also helps strengthen networks when we learn together and share expertise."
- Every question in this survey should have an "Other" check box for when the question asked has missed something or isn't relevant to our org.
- I tend to not visit LVI website unless prompted. Good to send an email/text if there is a posting of interest.
- I think Landcare needs to better support Professional Development "

- Thanks for the opportunity to complete the survey. "
- I'm struggling to see what relevance Landcare Vic has for our network, other than providing insurance and your excellent quarterly newsletter/brochure.
- It would virtually be impossible to complete this survey within 7-10 minutes, unless you didn't care. Please be more realistic and say at least 20 minutes.
- Keep up the good work. Thanks
- Limited internet. Access a problem in some rural areas
- List of training we can take part in.
- Modtbof the training options suggested by the survey don't seem relevant or useful to our group. We would like more practical and physical assistance, rather than training about running the group.
- "Recorded sessions available post event time
- I would have liked to be able to keep a copy of my responses"
- thanks for asking ;)
- Thanks for the opportunity to provide feedback!
- Thankyou for the opportunity to comment
- Distributing printed summaries and basic material prior to a workshop or webinar can provide a good basis for useful note-taking and also sharpen focus of discussion and learning in the webinar or workshop event. The notes can then become a useful referral tool."
- "This highly complex list of priorities seems to be all about administration rather than a Landcare Member's principal focus which is all about the environment - bush regeneration, care of flora and fauna etc.
- We are VOLUNTEERS, and in case there is a lapse of memory as to what that means - we are UNPAID - we are not administrative staff and we are, or should be focussed on the concern for the environment which inspired that volunteering. Landcare should be doing its utmost to encourage that ethos not making it progressively harder."
- This survey highlights to me the ongoing complexities, challenges and legal minefield that volunteer organisations must negotiate in order to be comfortable getting out and doing on ground activities.
- LVI should have consulted more widely when designing and before finalising this survey as it is clearly missing lots of important possible training topics, some of which I have listed above. Missing from the survey are training topics where the skills and capabilities of groups (and their members) could and should be improved and require additional support and skill development. "
- These surveys dont ask questions relevant to what groups need
- Although new to Landcare, our group, in various forms, has been going reasonably well for the last 42 years, but we have to be aware of reporting requirements by Landcare, which may not have been required in our past.