

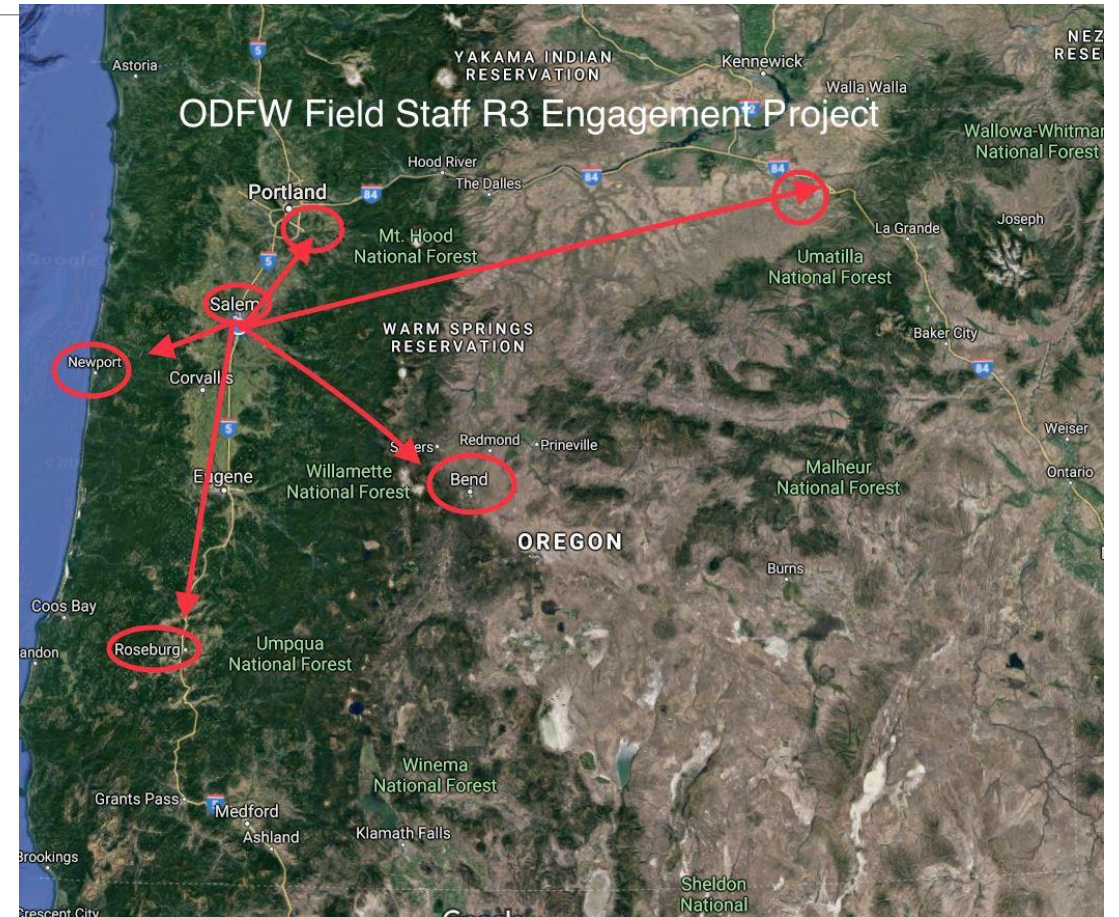
# ODFW Field Staff R3 Engagement Project

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# What We Did

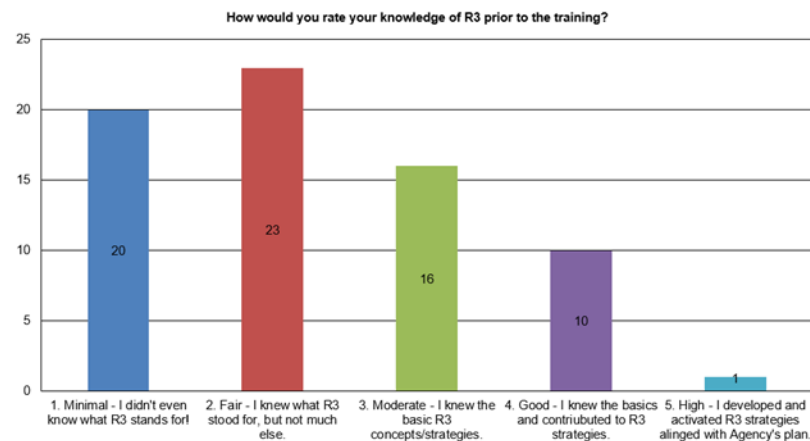
1 RBFF State Program Grant +  
6 Staff, 106 trainees

1. **The history of wildlife conservation in North America**
2. **The North American and Oregon conservation funding model**
3. **Basic tenets of R3 and ODFW R3 strategies and tactics.**
4. **How field staff personnel contribute to R3 through their core positional duties**

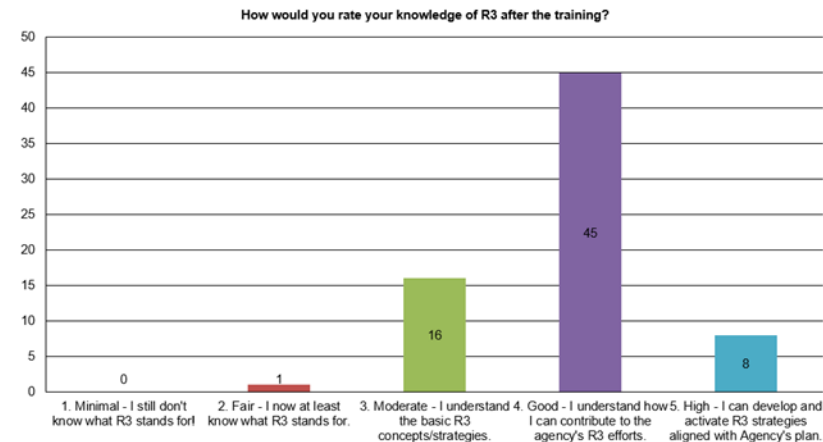


# The Before and After

Prior to the training, 61.4% of attendees reported having minimal or only fair knowledge of R3, while only 15.7% reported having good or high knowledge of R3.



After the training, just 1% of attendees reported having minimal or only fair knowledge of R3, while 75.7% reported having good or high knowledge of R3.



# What We Learned/What's Next

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Hey, I'm already doing R3!



Most agency employees quickly realized they were already doing R3, which allowed us to focus on ways to build on what they're doing

R3 Mindedness at the field staff level trickles up



Once the realization set in, most staff began to understand where they could make more impact from the field level, which translates into a strong upward impetus for R3

Next?



We're looking to create an online course to incorporate new employees as well as build R3 mindedness throughout the year