EXAMPLE PATHWAY OF A 9-MONTH TRAINING PROGRAM

This document provides an example theory of change for a hypothetical training program for aspiring farmers. Use this diagram as a tool to reflect on your own program to develop your own outcomes or theory of change.

To help in that process, see Reflection Questions for Identifying Outcomes & Indicators in Identifying Outcomes for Program Evaluation: Example Outcomes for Beginning Farmer and Rancher Training Efforts.

PROGRAM DESCRIPTION

PRIMARY PROGRAM GOALS: Become proficient in organic agronomic skills. Understand business and financial basics.

ACTIVITIES: 9-month program, two weekends a month. Half classroom, half hands-on.

AUDIENCE: Mostly new to farming, few with access to land and resources.

CONTEXT: Expensive ag land. Most people intend to stay in this urban/peri-urban region.

THEORY OF CHANGE

INDICATORS

--- AT THE END OF THE PROGRAM ---

- % understand agronomic, financial & business practices
- % know where to find needed info
- % feel confident to start farming
- % intend to start farming
- % intend to do work that supports a sustainable food system

--- 1 YEAR AFTER THE PROGRAM ---

- % have continued in organic/sustainable agriculture
- % manage a farm
- % start a farm business
- % work in sustainable food system

--- 3 YEARS AFTER THE PROGRAM ---

- % manage a farm
- % start a farm business
- % work in sustainable food system

--- 10 YEARS AFTER THE PROGRAM ---

- % manage a farm
- % start a farm business
- % work in sustainable food system

Suggested Citation: Perez, Jan, Jennifer Hashley, Kim Niewolny, Damian Parr, and Allyssa Mark. 2020. Example Pathway of a 9-Month Training Program. University of California – Santa Cruz, Center for Agroecology & Sustainable Food Systems. Santa Cruz, CA.