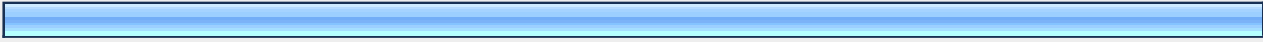
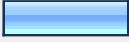


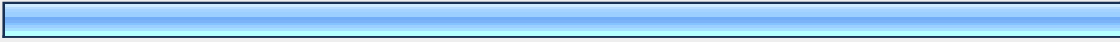







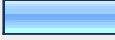



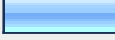
2007 NRPA Training & Education Needs Survey

1. Is your employer a:			Response Percent	Response Count
Government Agency			84.2%	1421
Non-Profit - Public			8.1%	137
Non-profit – Private			4.4%	75
Commercial Entity			3.3%	55
			answered question	1688
			skipped question	0

2. Does your job primarily involve:			Response Percent	Response Count
Parks and Recreation			74.6%	1230
Heritage Conservation (Natural, Cultural and Historical Resources)			0.6%	10
Commercial Recreation			0.7%	11
Military Recreation			1.5%	24
Academic Studies			2.9%	48
Therapeutic Recreation			4.1%	68
Aquatics			5.1%	84

Leisure and aging		1.5%	25
Park and Recreation services or products business		1.8%	30
Other (please specify)		7.2%	118
		answered question	1648
		skipped question	40

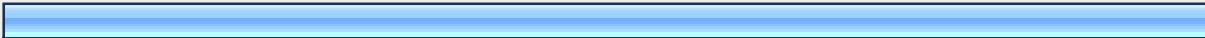
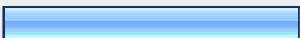
3. Does your employer provide funding for training? (improvement in your current job capability) If you answer "No", you will now skip to question number 6.			
		Response Percent	Response Count
Yes		92.4%	1511
No		7.6%	125
		answered question	1636
		skipped question	52

4. Does your employer provide funding for Development? (improvement in your future job capability)			
		Response Percent	Response Count
Yes		91.6%	1276
No		8.4%	117
		answered question	1393
		skipped question	295



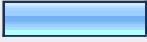
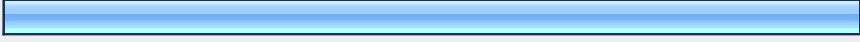
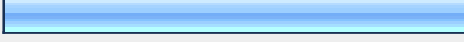
5. As a park and recreation professional or one involved in the profession indicate your level of agreement or disagreement with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
Education and training are a high priority for my employer	3.6% (54)	5.0% (75)	17.9% (266)	48.4% (719)	25.0% (372)	3.86	1486
I personally believe that education and training are essential to career growth	4.3% (64)	0.5% (8)	0.6% (9)	26.2% (390)	68.3% (1015)	4.54	1486
Additional education and training are important for meeting my career goals	3.9% (58)	0.9% (13)	5.5% (81)	39.1% (581)	50.7% (753)	4.32	1486
Education and training is important to maintaining a high level of performance in my current job	3.9% (58)	1.1% (17)	4.6% (68)	40.0% (594)	50.4% (749)	4.32	1486
	<i>answered question</i>						1486
	<i>skipped question</i>						202


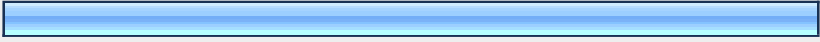
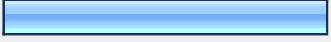

6. Do you feel that you have received the appropriate education and training to be successful in your present position?

		Response Percent	Response Count
Yes		80.4%	1290
No		19.6%	315
	<i>answered question</i>		1605
	<i>skipped question</i>		83

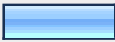

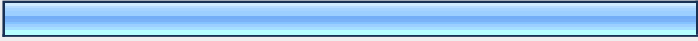

7. How important is ongoing education and training to you as a park and recreational professional?

		Response Percent	Response Count
Not Important		0.1%	2
Somewhat Important		2.5%	40
Moderately Important		9.3%	150
Very Important		57.2%	918
Critically Important		30.8%	495
		answered question	1605
		skipped question	83

8. How often do you now seek out or are expected to attend education and training that is related to your present position or your professional career?

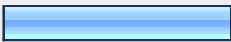


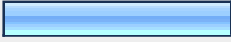
		Response Percent	Response Count
Once per year		21.9%	350
2-3 times per year		54.4%	868
More than 3 times per year		21.4%	342
Never		2.3%	37
		answered question	1597
		skipped question	91

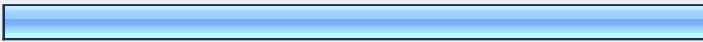

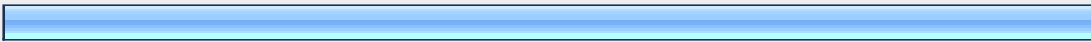
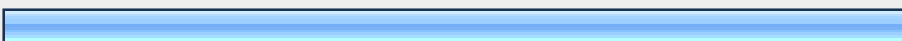

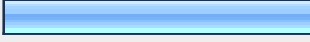
9. If you had more education and training opportunities how often would you attend education and training that is related to your present position and/or your career?

		Response Percent	Response Count
Once per year		7.2%	115
2-3 times per year		46.4%	741
More than 3 times per year		46.3%	739
Never		0.1%	2
		answered question	1597
		skipped question	91

10. How would you categorize your present position?

		Response Percent	Response Count
Entry level		1.1%	17
Technician/Specialist		2.3%	37
Program or Activity Supervisor		6.6%	105
Recreation Programmer		11.4%	181
Resource Manager		1.4%	22
Maintenance Manager		1.6%	25
Park/Site Manager		4.0%	64
Administrative (office support/accounting/human resources etc.)		3.0%	48

Division/Branch/Section Manager		15.1%	241
Assistant Director		8.0%	128
Director		30.4%	483
Other (please specify)		15.1%	240
		answered question	1591
		skipped question	97

11. Where do you receive job or career specific education and training now? (Check all that apply)			
		Response Percent	Response Count
Local agency or department		46.8%	739
College or University		29.4%	464
State Park and Recreation Association Sponsored program		72.7%	1149
National Recreation and Park Association Sponsored program		60.1%	949
NA		1.6%	26
Other (please specify)		20.5%	324
		answered question	1580
		skipped question	108

12. What education and training delivery methodologies or approach have you utilized in the past? (Check all that apply)

		Response Percent	Response Count
3-5 day destination school/conference (out-of-state)		52.5%	829
3-5 day destination school/conference (in-state)		49.2%	778
1.5-2 day school/learning seminar (out-of-state)		20.4%	323
1.5-2 day school/learning seminar (in-state)		50.3%	795
0.5-1 day school/learning seminar (in-state)		61.5%	972
On line class (distance learning)		21.6%	342
Annual NRPA Congress		53.1%	839
Annual State Conference		74.8%	1182
NA		1.1%	18
Other (please specify)		7.0%	110
		answered question	1580
		skipped question	108

13. Using a scale of seven with 7 as the highest value and 1 as the lowest value, rate each of the following topics or subject areas in terms of their value to your success in your present position, or to prepare you for the future.

Value To Your Present Position

	7	6	5	4	3	2	1	Response Count
Customer Service	62.1% (936)	17.0% (256)	11.7% (176)	5.0% (75)	2.0% (30)	1.3% (20)	0.9% (14)	1507
Maintenance Management	22.8% (344)	14.1% (212)	21.0% (316)	13.3% (200)	9.6% (144)	8.0% (120)	11.3% (171)	1507
Revenue management	41.9% (631)	21.4% (323)	15.8% (238)	9.8% (148)	5.4% (82)	2.5% (37)	3.2% (48)	1507
Security	14.5% (218)	14.9% (224)	24.2% (364)	18.4% (277)	12.4% (187)	7.9% (119)	7.8% (118)	1507
Risk Management	29.9% (450)	27.5% (415)	20.8% (313)	10.4% (157)	5.1% (77)	3.6% (55)	2.7% (40)	1507
Marketing	35.0% (528)	23.3% (351)	19.8% (298)	9.3% (140)	6.4% (97)	3.6% (54)	2.6% (39)	1507
Communications	46.4% (700)	25.3% (381)	15.7% (237)	7.6% (114)	3.3% (49)	1.4% (21)	0.3% (5)	1507
Business Management	30.5% (460)	26.4% (398)	21.9% (330)	11.1% (168)	5.8% (88)	2.3% (34)	1.9% (29)	1507
Business Planning	25.0% (376)	26.5% (399)	23.8% (358)	12.2% (184)	6.9% (104)	3.6% (54)	2.1% (32)	1507
Program Planning/Evaluation	37.0% (557)	24.2% (364)	18.6% (281)	10.0% (150)	5.3% (80)	2.4% (36)	2.6% (39)	1507
Strategic Planning	35.6% (536)	25.8% (389)	19.2% (289)	9.7% (146)	5.7% (86)	2.3% (35)	1.7% (26)	1507

Value To Your Future


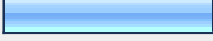
	7	6	5	4	3	2	1	Response Count
Customer Service	62.8% (947)	16.5% (249)	11.5% (174)	3.9% (59)	2.5% (37)	1.1% (17)	1.6% (24)	1507
Maintenance Management	27.1% (409)	19.2% (290)	18.3% (276)	11.0% (166)	7.8% (118)	7.0% (106)	9.4% (142)	1507
Revenue management	53.3% (803)	21.8% (328)	12.1% (182)	5.6% (84)	2.8% (42)	1.7% (25)	2.9% (43)	1507

Security	18.9% (285)	17.5% (263)	22.6% (341)	16.8% (253)	10.0% (150)	6.8% (102)	7.5% (113)	1507
Risk Management	37.1% (559)	26.7% (403)	18.0% (271)	8.8% (133)	3.5% (53)	2.9% (44)	2.9% (44)	1507
Marketing	43.5% (656)	25.4% (383)	15.9% (240)	6.1% (92)	4.3% (65)	2.3% (34)	2.5% (37)	1507
Communications	51.9% (782)	24.8% (373)	14.3% (216)	4.8% (72)	2.4% (36)	1.2% (18)	0.7% (10)	1507
Business Management	42.3% (637)	27.4% (413)	16.3% (245)	7.2% (109)	3.6% (54)	1.5% (22)	1.8% (27)	1507
Business Planning	38.3% (577)	28.3% (427)	17.3% (261)	8.6% (130)	4.0% (60)	1.7% (25)	1.8% (27)	1507
Program Planning/Evaluation	39.7% (599)	23.8% (359)	17.9% (269)	9.2% (138)	4.2% (64)	2.3% (35)	2.9% (43)	1507
Strategic Planning	51.8% (780)	24.8% (373)	11.5% (173)	6.0% (90)	2.9% (44)	1.6% (24)	1.5% (23)	1507
	answered question							1507
	skipped question							181

14. Please rate in order of preference with 7 being the highest value and 1 being the lowest value the education and training delivery methodology or approach that you would be most likely to utilize.

	7	6	5	4	3	2	1	Rating Average	Response Count
3-5 day destination school/conference (out-of-state)	14.6% (216)	13.0% (193)	17.5% (259)	14.4% (213)	13.1% (194)	12.3% (182)	15.1% (223)	4.04	1480
3-5 day destination school/conference (in-state)	23.5% (348)	23.3% (345)	20.7% (306)	13.6% (202)	8.0% (118)	6.6% (98)	4.3% (64)	5.04	1481
1.5-2 day school/learning seminar (out-of-state)	6.0% (86)	10.6% (152)	17.0% (243)	18.1% (259)	15.7% (225)	15.4% (220)	17.2% (247)	3.58	1432
1.5-2 day school/learning seminar (in-state)	29.1% (429)	29.0% (427)	20.2% (297)	11.9% (175)	5.2% (76)	2.5% (37)	2.1% (31)	5.49	1472
0.5-1 day school/learning seminar (in-state)	42.6% (622)	29.5% (431)	13.4% (195)	7.1% (104)	3.2% (46)	2.3% (33)	2.0% (29)	5.87	1460

On line class (distance learning)	20.6% (289)	16.6% (233)	17.5% (245)	13.7% (192)	9.5% (134)	8.6% (121)	13.5% (190)	4.45	1404
Annual NRPA Congress	28.0% (409)	18.7% (273)	14.6% (213)	14.2% (207)	8.2% (119)	7.5% (109)	8.9% (130)	4.86	1460
Annual State Conference	48.9% (722)	22.2% (328)	11.4% (169)	7.6% (112)	3.7% (54)	3.1% (46)	3.1% (46)	5.83	1477
Other*	27.2% (68)	14.8% (37)	10.0% (25)	14.0% (35)	3.2% (8)	3.6% (9)	27.2% (68)	4.29	250
								*Other (please specify)	116
								answered question	1492
								skipped question	196

15. Do you supervise staff? (If you answer "No" you will be directed to question 17)			Response Percent	Response Count
Yes			86.3%	1286
No			13.8%	206
			answered question	1491
			skipped question	197

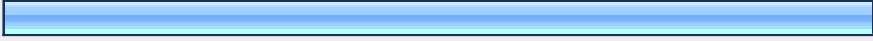
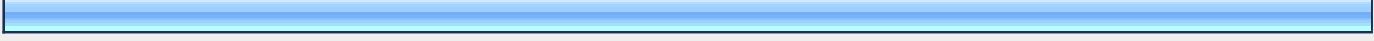

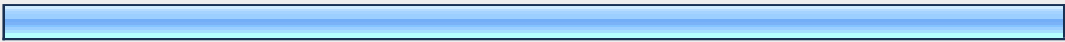
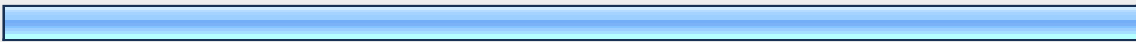



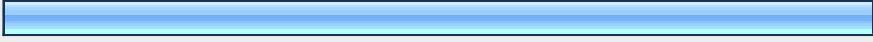
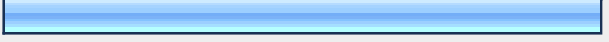

16. If you answered yes to question 15, indicate your level of agreement or disagreement with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
Education and training are important to keeping my employee's job knowledge current	3.8% (49)	0.9% (12)	1.6% (21)	34.5% (443)	59.1% (759)	4.44	1284
Education and training are important to keeping my employee's motivated and productive	3.6% (46)	1.1% (14)	3.7% (48)	40.0% (513)	51.6% (663)	4.35	1284
Education and training is more important for my employees than myself	10.4% (134)	28.7% (369)	29.1% (374)	19.9% (255)	11.8% (152)	2.94	1284
	<i>answered question</i>						1284
	<i>skipped question</i>						404




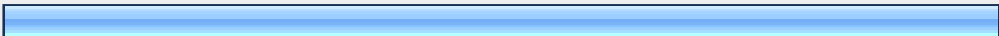

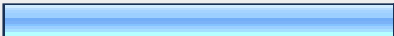






17. Please rate in order of preference with 7 being the highest value and 1 being the lowest value the education and training delivery methodology or approach that your organization would most likely support.

	7	6	5	4	3	2	1	Rating Average	Response Count
3-5 day destination school/conference (out-of-state)	7.8% (116)	9.3% (137)	12.9% (190)	14.5% (215)	14.3% (211)	17.8% (263)	23.4% (346)	3.35	1478
3-5 day destination school/conference (in-state)	18.6% (275)	20.9% (309)	18.7% (277)	16.4% (242)	10.7% (158)	7.4% (109)	7.4% (110)	4.69	1480
1.5-2 day school/learning seminar (out-of-state)	5.2% (77)	10.3% (152)	15.1% (222)	15.8% (233)	15.8% (233)	17.3% (255)	20.4% (300)	3.40	1472
1.5-2 day school/learning seminar (in-state)	34.1% (504)	30.5% (451)	16.8% (248)	9.9% (146)	4.3% (63)	1.8% (26)	2.6% (39)	5.65	1477
On line class (distance learning)	30.3% (444)	22.2% (325)	17.4% (255)	12.4% (182)	4.6% (67)	5.2% (77)	8.0% (117)	5.13	1467
Annual NRPA Congress	19.0% (279)	14.8% (218)	15.5% (228)	15.8% (232)	10.9% (161)	10.5% (155)	13.5% (198)	4.30	1471
Annual State Conference	50.4% (741)	21.8% (320)	10.7% (157)	7.6% (112)	2.9% (42)	2.6% (38)	4.0% (59)	5.86	1469
Other*	30.6% (67)	12.8% (28)	9.1% (20)	14.6% (32)	2.3% (5)	5.0% (11)	25.6% (56)	4.37	219
*Other (please specify)									94
answered question									1480
skipped question									208


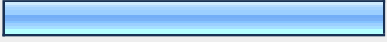
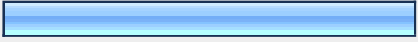

18. What factors influence your decision to attend education and training programs? Please indicate all that apply.

		Response Percent	Response Count
Required education/training for your job		58.1%	860
Desire to learn new/additional information that is of interest to you		91.6%	1355
Good networking opportunity		72.1%	1067
Education/training location is convenient		70.9%	1050
Cost		75.7%	1121
Opportunity to earn CEUs		45.6%	675
NRPA sponsored education/training		29.7%	440
Subject matter is new/different		73.7%	1091
Schedule is convenient		58.0%	859
Required for certification		39.8%	589
Other (please specify)		3.9%	57
		answered question	1480
		skipped question	208



19. What factors influence your organization or you to decide to send your staff to attend education and training programs? Please indicate all that apply.

		Response Percent	Response Count
Required education/training for your staff		61.0%	902
Desire to learn new/additional information that is of interest to your staff		68.2%	1009
Good networking opportunity		45.3%	670
Education/training location is convenient		66.6%	985
Cost		79.6%	1177
Opportunity to earn CEUs		26.0%	384
NRPA sponsored education/training		20.4%	301
Subject matter is new/different		51.8%	766
Schedule is convenient		51.9%	767
Required for certification		38.4%	568
NA (you do not supervise employees)		6.3%	93
Other (please specify)		3.7%	54
		answered question	1479
		skipped question	209



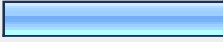


20. How long have you been active in parks and recreation?

		Response Percent	Response Count
Less than 3 years		5.9%	87
4 to 10 years		25.4%	375
10 to 19 years		27.4%	404
20+ years		41.4%	611
NA		0.0%	0
		<i>answered question</i>	1477
		<i>skipped question</i>	211


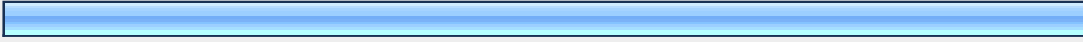
21. Do you possess a professional certification?

		Response Percent	Response Count
Yes		57.8%	852
No		42.2%	622
		<i>answered question</i>	1474
		<i>skipped question</i>	214



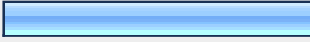
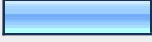

22. If you answered yes to question 21, which professional certification(s) do you possess?

		Response Percent	Response Count
1		100.0%	853
2		38.2%	326
3		14.5%	124
4		5.6%	48
5		2.6%	22
		<i>answered question</i>	853
		<i>skipped question</i>	835

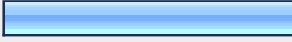
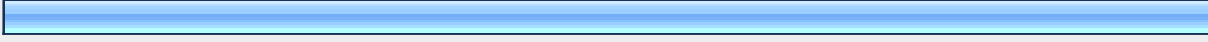
23. Does your organization require a professional certification(s) for any position?



		Response Percent	Response Count
Yes		27.6%	407
No		72.4%	1067
		<i>answered question</i>	1473
		<i>skipped question</i>	215

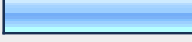
24. If you answered yes to question 23, which ones?

		Response Percent	Response Count
1		100.0%	400
2		45.0%	180
3		20.5%	82
4		9.8%	39
5		3.3%	13
		<i>answered question</i>	400
		<i>skipped question</i>	1288

25. Is your employer organization accredited by the Commission for Accreditation of Park and Recreation Agencies (CAPRA)?


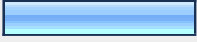
		Response Percent	Response Count
Yes		19.3%	283
No		80.7%	1187
		<i>answered question</i>	1470
		<i>skipped question</i>	218

26. Are you a member of NRPA?			Response Percent	Response Count
Yes			86.6%	1272
No			13.4%	197
			<i>answered question</i>	1469
			<i>skipped question</i>	219

27. Are you a member of your state park and recreation association/society?			Response Percent	Response Count
Yes			87.5%	1285
No			12.5%	184
			<i>answered question</i>	1469
			<i>skipped question</i>	219

28. What is your 5-digit work zip code		Response Count
		1469
		<i>answered question</i>
		1469
		<i>skipped question</i>
		219

29. Thank you for taking time to complete this survey. To be eligible for the random drawing to receive 10% off your next NRPA program registration please complete the following:

		Response Percent	Response Count
Name:		99.8%	1174
Company:		94.0%	1106
Address:		99.3%	1168
Address 2:		12.6%	148
City/Town:		99.6%	1171
State:		99.2%	1167
ZIP:		98.8%	1162
		<i>answered question</i>	1176
		<i>skipped question</i>	512

30. Email Address (optional):

		Response Count
		845
		<i>answered question</i>
		845
		<i>skipped question</i>
		843