

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

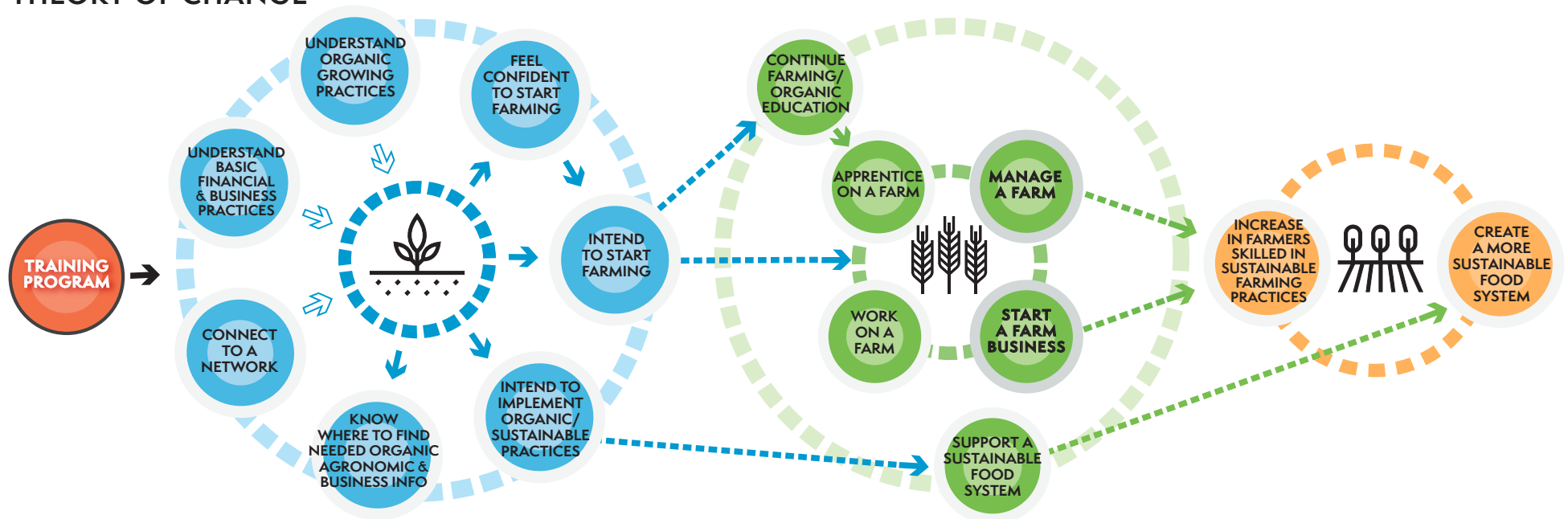
PRIMARY PROGRAM GOALS: Become proficient in organic agronomic skills. Understand business and financial basics.

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