Consent

Consent for Research Participation

Research Study Title: Characterizing the perceived barriers and constraints of individuals who are considering careers in natural resources.

Researcher(s): Kayla Stuart, School of Natural Resources, University of Tennessee, Knoxville; Dr. Sharon Jean-Philippe, School of Natural Resources, University of Tennessee
University of Tennessee, Knoxville

I/We are asking you to be in this research study because you have recently participated in a workforce program in natural resources. You must be 18 or older to participate in the study. The information in this consent form is to help you decide if you want to be in this research study. Please take your time reading this form and contact the researcher(s) to ask questions if there is anything you do not understand.

Why is the research being done?

The purpose of the research study is to understand what

factors help or prevent individuals from exploring jobs, careers, and opportunities in natural resources.

What will I do in this study?
If you agree to be in this study, you will be asked to complete a survey about your background, experiences, and perceptions related to natural resources. You can skip any questions that you do not want to answer.

How long will I be in the research study?
This survey will take you between 10-20 minutes to complete.

Can I say "No"?
Being in this study is up to you. You can say no now or leave the study later

Are there any risks to me?
We don't know of any risks to you from completing this survey that are greater than the risks you encounter in everyday life.

What will happen with the information collected for this study?
The information collected in this survey will be used to inform the thesis research I am currently conducting. If information from this study is published or presented at

scientific meetings, your name and other personal information will not be used.

Will I be paid for being in this research study?
There will be 10 $25 gift cards raffled off randomly for participants. There could be up to 200 participants in this survey. Individuals can enter the raffle without participating in the survey by emailing kstuart4@vols.utk.edu.

Who can answer my questions about this research study?
If you have questions or concerns about this study, or have experienced a research related problem or injury, contact the researchers:
Kayla Stuart, Kstuart4@vols.utk.edu
Dr. Sharon Jean-Philippe, jeanphil@utk.edu

For questions or concerns about your rights or to speak with someone other than the research team about the study, please contact:
Institutional Review Board
The University of Tennessee, Knoxville
865-974-7697
utkirb@utk.edu

I agree to participate in this study.

- ○ Yes
- ○ No

Default Question Block

Which of the following best describes your role in a workforce development program in the last 3 years? (Even if you didn't complete it, you can still complete this survey).

- ○ I am currently enrolled in a program
- ○ I was previously enrolled in a program
- ○ I have never been enrolled in a workforce program

What is the name of the program you participated in where you learned about natural resources (like forestry, wildland firefighting, agriculture, farming, landscaping, urban wood, wildlife, etc)?

What motivated you to apply for ${q://QID3/ChoiceTextEntryValue}?

- [ ] Wanted to spend more time outdoors
- [ ] Needed to get away from home
- [ ] Wanted more opportunities in life
- [ ] Personal growth
- [ ] Bored and this looked interesting
- [ ] Have always been interested in natural resources
- [ ] Wanted to explore more educational opportunities
- [ ] Was headed for trouble and this was a good way out
- [ ] Put your own words below

A&A Towards Nature and the Outdoors

Please indicate your level of agreement with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I was in a club or program in elementary or middle school that exposed me to natural	○	○	○	○	○
When I was a kid, I did outdoor activities like climbing trees, fishing, camping, at least once a month.	○	○	○	○	○
I wish I would have spent more time outside as a kid.	○	○	○	○	○

Please indicate your level of agreement with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I need to have someone knowledgeable and trustworthy with me in order to feel comfortable doing outdoor activities.	○	○	○	○	○
I am more likely to trust an instructor who belongs to the same race as me.	○	○	○	○	○

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I am more likely to trust an instructor who has had similar life experiences and hardships as me.	○	○	○	○	○

Please indicate your level of agreement with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I know of at least one person in my life who has a job/career in natural resources.	○	○	○	○	○
I believe jobs and careers in natural resources are for me.	○	○	○	○	○
Being in nature makes me feel better about myself.	○	○	○	○	○

Safety in Nature

I felt _ _ _ _ _ _ _ in nature
before ${q://QID3/ChoiceTextEntryValue}.

- ○ Extremly unsafe
- ○ Somewhat unsafe
- ○ Neutral
- ○ Somewhat safe
- ○ Extremely safe

I feel _ _ _ _ _ _ _ in nature since working in ${q://QID3/ChoiceTextEntryValue}.

- ○ Extremly unsafe
- ○ Somewhat unsafe
- ○ Neutral
- ○ Somewhat safe
- ○ Extremely safe

Barriers to Training, Employment, and Recreational Opportunities in NR

Please indicate if the following has gotten in the way of your ability to work:

	Extreme Barrier	More of a barrier	Somewhat of a barrier	Not a barrier	Not applicable
Stable housing	○	○	○	○	○

	Extreme Barrier	More of a barrier	Somewhat of a barrier	Not a barrier	Not applicable
Childcare	○	○	○	○	○
Past and present legal issues	○	○	○	○	○
Reliable transportation	○	○	○	○	○
Substance abuse	○	○	○	○	○
Mental health issues	○	○	○	○	○

Please indicate if the following has gotten in the way of your ability to work in natural resources:

	Extreme Barrier	More of a barrier	Somewhat of a barrier	Not a barrier	Not applicable
Mentorship	○	○	○	○	○
Issues with the way I learn	○	○	○	○	○
"I don't think I can make enough money"	○	○	○	○	○
No family or friends support	○	○	○	○	○
How comfortable I feel in nature	○	○	○	○	○

	Extreme Barrier	More of a barrier	Somewhat of a barrier	Not a barrier	Not applicable
My current skills and knowledge in this field	○	○	○	○	○

Please indicate if the following has gotten in the way of your ability to work in natural resources:

	Extreme Barrier	More of a barrier	Somewhat of a barrier	Not a barrier	Not applicable
My physical ability to work outside	○	○	○	○	○
A companion to do outdoor activites with	○	○	○	○	○
"Nature isn't interesting"	○	○	○	○	○

Abilities during program

Please indicate your level of agreement based on your participation in ${q://QID3/ChoiceTextEntryValue}.

	Very untrue of me	Somewhat untrue of me	Neutral	Somewhat true of me	Very true of me
I felt comfortable talking to one of the lead instructors in my program about concerns or needs I had in my personal life.	○	○	○	○	○
I learned a lot of skills through "my program" that I can use in any job.	○	○	○	○	○
I already knew about forestry and agriculture before this program.	○	○	○	○	○
I can name at least 1 new career in natural resources I discovered since being in "my	○	○	○	○	○

Please indicate your level of agreement based on your participation in ${q://QID3/ChoiceTextEntryValue}.

	Very untrue of me	Somewhat untrue of me	Neutral	Somewhat true of me	Very true of me
I knew how to get the training I needed to work in this field before this program.	○	○	○	○	○
I feel prepared to work in a career caring for working with trees and/or natural resources.	○	○	○	○	○

	Very untrue of me	Somewhat untrue of me	Neutral	Somewhat true of me	Very true of me
I need to learn more about natural resources before I feel comfortable applying for jobs in this field.	○	○	○	○	○

Program Eval and Knowledge

The skills and knowledge I gained in ${q://QID3/ChoiceTextEntryValue} have helped me get a better job.

- ○ Strongly disagree
- ○ Somewhat disagree
- ○ Neither agree nor disagree
- ○ Somewhat agree
- ○ Strongly agree

I know more about how to care for the environment and trees from ${q://QID3/ChoiceTextEntryValue}.

- ○ Strongly disagree
- ○ Somewhat disagree
- ○ Neither agree nor disagree

- Somewhat agree
- Strongly agree

I would start ${q://QID3/ChoiceTextEntryValue} all over again if I had the chance.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

I have been able to apply the skills I learned in the program in my personal life.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

${q://QID3/ChoiceTextEntryValue} provided different learning topics that I am/was interested in.

- ○ Strongly disagree
- ○ Somewhat disagree
- ○ Neither agree nor disagree
- ○ Somewhat agree
- ○ Strongly agree

I (would) value attending professional conferences and networking events in natural resources.

- ○ Strongly disagree
- ○ Somewhat disagree
- ○ Neither agree nor disagree
- ○ Somewhat agree
- ○ Strongly agree

Prof Event Attendance

I attended a conference or networking event during ${q://QID3/ChoiceTextEntryValue}.

- ○ Yes
- ○ No

Employment

What is the minimum hourly wage you would be willing to accept to work full-time in natural resources? ($/hour)

I currently work a job in natural resources.

- ○ Yes
- ○ No
- ○ Something else

I am currently in my program.

- ○ Yes
- ○ No

How long were you in your program? (in months)

How long do you plan to be in your program? (in months)

Sociodemographic

Education level completed

- ○ Middle School
- ○ High School Diploma
- ○ GED
- ○ Trade School Certificate Program greater than 6 months
- ○ Associate's Degree
- ○ Bachelor's Degree
- ○ Graduate Degree

What's the zip code of the place you consider home?

Race you identify with

- ○ White
- ○ Black or African American
- ○ American Indian or Alaska Native
- ○ Hispanic, Latinx, or of Spanish origin
- ○ Chinese
- ○ Filipino
- ○ Asian Indian
- ○ Other Asian (For example: Pakistani, Cambodian, Hmong, etc.)
- ○ Vietnamese
- ○ Korean
- ○ Japanese
- ○ Native Hawaiian
- ○ Samoan
- ○ Chamorro
- ○ Other Pacific Islander (For example: Tongon, Fijian, Marshallese, etc.)
- ○ More than 1 race
- ○ Other

How much money do you make?

- ○ $0-$10,000/year
- ○ $10,000-$20,000/year
- ○ $20,000- $40,000/year
- ○ $40,000-$60,000/year
- ○ $60,000-$80,000/year
- ○ Greater than $80,000/year

What gender do you identify as?

- ○ Male
- ○ Female
- ○ Non-binary / third gender
- ○ Prefer not to say
- ○ [ ] Something else

Would you like to be entered into a drawing to win a $25 gift card?

- ○ Yes
- ○ No

To enter the drawing to win a $25 gift card, please provide either your phone number or email address below:

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