MATRIX OF LEARNING OBJECTIVES

Target group / Overall objective	A) CBD focal points and members of delegations	B) Staff of protected area and natural resource government agencies (national/ sub-national)	C) Private individuals and entities (companies/foundations)	D) Indigenous peoples, local communities and their representatives in organisations	E) NGO staff and technical experts	F) Fellows of conservation leadership programmes and other students and academics	G) Funders, international organisations, and relevant actors in the private sector
1. Definition and criteria of an OECM							
a. Stakeholders understand the definition of an OECM (from CBD Decision 14/8) and the criteria of an OECM, as also set out in the IUCN guidelines, 'Recognising and Reporting OECMs'	- know that the definition and criteria of an OECM are set out in CBD Decision 14/8 and also described in the IUCN guidelines (**awareness**) - understand the definition of an OECM and the criteria (**knowledge**)						
	- can explain to other people in their agencies and delegations the definition of an OECM and criteria (**skill**)	- can explain to other people in their agencies and to their stakeholders the definition of an OECM and criteria (**skill**)	- can explain to other people in their authorities and their stakeholders the definition of an OECM and criteria (**skill**)	- can explain to other people in their organisations and their stakeholders the definition of an OECM and criteria (**skill**)	- can explain to other people in their organisations and their stakeholders the definition of an OECM and criteria (**skill**)	- can explain to other people on their programmes and in their faculties the definition of an OECM and criteria (**skill**)	- can explain to others in their organisations the definition of an OECM and criteria (**skill**)
b. Stakeholders understand how OECMs differ from protected areas	- understand the difference between an OECM and a PA (**knowledge**)						
	- can apply the distinction between an OECM and a PA within the context of their international and national roles (**skill**)	- can apply the distinction between an OECM and a PA within their ministries and agencies (**skill**)	- can apply the distinction between an OECM and a PA to their privately held lands and/or waters (**skill**)	- can apply the distinction between an OECM and a PA to their collectively held lands and/or waters (**skill**)	-can apply the distinction between an OECM and a PA to the lands and/or waters on which they are working (**skill**)	- can apply the distinction between an OECM and a PA within their leadership and academic roles (**skill**)	- can apply the distinction between an OECM and a PA to their activities and initiatives (**skill**)
2. International context							
Stakeholders understand the background and justification of OECMs (from Aichi Biodiversity Target 11) and about CBD decision 14/8 on 'protected areas and other effective area-based conservation measures'	- appreciate the important role of OECMs for meeting Aichi Target 11 (and the post-2020 Global Biodiversity Framework) as laid out in CBD decision 14/8 (**awareness**)						
	- have in depth-knowledge of CBD Decision 14-8 and fully understand its implications for meeting Aichi Target 11 (**knowledge**)	- have in depth-knowledge of CBD Decision 14-8 and fully understand its implications for meeting Aichi Target 11 (**knowledge**)	- have general knowledge of CBD Decision 14-8 and understand its implications for meeting Aichi Target 11 (**knowledge**)	- have in-depth knowledge of CBD Decision 14-8 and fully understand its implications for meeting Aichi Target 11 (**knowledge**)	- have general knowledge of CBD Decision 14-8 and understand its implications for meeting Aichi Target 11 (**knowledge**)	- have in depth-knowledge of CBD Decision 14-8 and fully understand its implications for meeting Aichi Target 11 (**knowledge**)	- have in depth-knowledge of CBD Decision 14-8 and fully understand its implications for meeting Aichi Target 11 (**knowledge**)

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3. Values and opportunities of OECMs							
Stakeholders understand and appreciate the multiple values and opportunities of OECMs as relevant to them, i.e. for consolidating and extending area-based conservation and strengthening local governance, as well as the unique linkages between governance, management and conservation outcomes	- are aware of the ecological values of OECMs and can list the general spectrum of possible values (**awareness/knowledge**)	- are aware of the ecological values of OECMs and can identify and list possible values in relation to PAs and area-based conservation, as well as natural resources governance (**awareness/knowledge**)	- are aware of the ecological values of OECMs and can identify and list possible values in relation to their privately held lands and/or waters (**awareness/knowledge**)	- are aware of the ecological values of OECMs and can identify and list possible values in relation to their collectively held lands and/or waters (**awareness/knowledge**)	- are aware of the ecological values of OECMs and can identify and list possible values in their areas of activity (**awareness/knowledge**)	- are aware of the ecological values of OECMs and can list the spectrum of possible values (**awareness/knowledge**)	- are aware of the ecological values of OECMs and can identify and list the spectrum of possible values in their areas of activity (**awareness/knowledge**)
	- can explain to their colleagues and stakeholders the relevant values and opportunities of OECMs as listed above (**skill**)						
4. Identifying 'potential OECMs'							
a. Stakeholders understand the difference between a 'potential OECM', a 'candidate OECM' and an 'OECM that has been formally recognised'	- understand the difference between a 'potential OECM', a 'candidate OECM' and 'OECM that has been formally recognised' (**knowledge**)						
	- are aware of the importance of 'consent' by the governance authority and the different kinds of OECMs (potential, candidate and recognised) (**awareness**)	- are aware of the importance of 'consent' by the governance authority and the different kinds of OECMs (potential, candidate and recognised) (**awareness**)	- are aware of the importance of 'consent' by the governance authority - particularly by private governance authorities - and the different kinds of OECMs (potential, candidate and recognised) (**awareness**)	- are aware of the importance of 'consent' by the governance authority - particularly indigenous peoples and local communities - and the different kinds of OECMs (potential, candidate and recognised) (**awareness**)	- are aware of the importance of 'consent' by the governance authority- particularly relating to the role that NGOs play in this regard - and the different kinds of OECMs (potential, candidate and recognised) (**awareness**)	- are aware of the importance of 'consent' by the governance authority and the different kinds of OECMs (potential, candidate and recognised) (**awareness**)	- are aware of the importance of 'consent' by the governance authority and the different kinds of OECMs (potential, candidate and recognised), especially in relation to funding or providing other forms of support to projects (**awareness**)

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b. Stakeholders are able to use the screening tool to identify 'potential OECMs'	- are aware that the screening tool is used to identify 'potential OECMs (**awareness**)						
	n. a.	- are able to use the screening tool to identify 'potential OECMs' within their conservation networks (**skill**)	- are able to use the screening tool to identify whether the lands or waters they govern are 'potential OECMs' (**skill**)	- are able to use the screening tool to identify whether the lands or waters they govern are 'potential OECMs' (**skill**)	- are able to use the screening tool to identify whether there are 'potential OECMs' within the landscapes and/or seascapes in which they work (**skill**)	- are able to use the screening tool to identify whether there are 'potential OECMs' within the landscapes and/or seascapes in which they will work (**skill**)	- are able to recommend use of the screening tool to relevant stakeholders with whom they work (**skill**)
5. Consent and 'candidate OECMs'							
a. Stakeholders understand the need to obtain consent for a site to become a 'candidate OECM'	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)	- understand the need to obtain consent for a site to become a candidate OECM (**awareness**)
b. Stakeholders are aware of the IUCN 'site-level methodology for identifying OECMs'	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)	- are aware of the IUCN 'site-level methodology for identifying OECMs' (**awareness**)
6. Recognising and supporting OECMs							
a. Stakeholders are aware that OECMs will require a diversity of kinds of recognition and support (legislative, in kind, financial) and	- are aware of the need to recognise and support OECMs to contribute to area-based conservation, improved governance, and enhanced conservation outcomes	- are aware of the need to recognise and support OECMs and are actively thinking about appropriate ways of promoting those kinds of recognition and support	- are actively thinking about ways in which the areas they govern can be appropriately recognised and supported (**awareness**)	- are actively thinking about ways in which the areas they govern can be appropriately recognised and supported (**awareness**)	- are actively thinking about ways in which the areas they govern can be appropriately recognised and supported (**awareness**)	- are aware of the need to support OECMs and are actively thinking about appropriate ways OECMs can be	- are aware of the need to support OECMs and are actively thinking about appropriate ways of recognising and

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understand the need to engage a range of relevant rightsholders and stakeholders to co-develop means of recognition and support	and are actively thinking about appropriate ways of promoting those kinds of recognition and support (**awareness**)	across their 'new' OECM-inclusive conservation network (**awareness**)				recognised and supported (**awareness**)	supporting OECMs (**awareness**)
b. Stakeholders are able to produce a first overview of the necessary recognition and support (legislative, financial, in kind etc.) for OECMs for which they have (co-) responsibility, so as to help ensure their contribution to area-based conservation, improved governance, and enhanced conservation outcomes.	- are able to produce a first overview of the necessary recognition and support for OECMs for which they have (co-)responsibility (**skill**)	- are able to produce a first overview of the necessary recognition and support for OECMs for which they have (co-)responsibility (**skill**)	- are able to produce a first overview of the necessary recognition and support for OECMs for which they have (co-)responsibility (**skill**)	- are able to produce a first overview of the necessary recognition and support for OECMs for which they have (co-)responsibility (**skill**)	- are able to produce a first overview of the necessary recognition and support for OECMs for which they have (co-)responsibility (**skill**)	- are able to support processes related to recognition and support for OECMs (**skill**)	- are able to support processes related to recognition and support for OECMs (**skill**)
7. Reporting OECMs							
Stakeholders are able to contribute to timely and comprehensive reporting of OECMs to the World Databased on OECMs and other relevant databases	- are aware that UNEP-WCMC has established a World Database on OECMs (**awareness**)						
	- are able to point interested parties to further resources about how to report different kinds of OECMs (**knowledge/skill**)	- are able to use the online resources provided to report, likely in collaboration with their NFPs, different kinds of OECMs (**knowledge/skill**)	- are able to use the online resources provided to report their privately governed areas as OECMs if they meet the criteria and after applying the OECM	- are able to use the online resources provided to report their indigenous or community governed areas as OECMs if they meet the criteria and after applying the OECM	- are able to use the online resources provided to report OECMs if they meet the criteria and after applying the OECM methodology (**knowledge/skill**)	- are able to use the online resources provided to report OECMs, and to point interested parties to further resources about how to report different	- are able to point interested parties to further resources about how to report different kinds of OECMs (**knowledge/skill**)

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			methodology (**knowledge/skill**)	methodology (**knowledge/skill**)		kinds of OECMs (**knowledge/skill**)	
8. OECM action plans							
Stakeholders are aware of the need to work collaboratively at (sub-)national or sectoral levels to develop action plans to start to recognise, report and support OECMs, and of existing generic planning methodologies that can be adapted to fulfil this need.	- are aware of the need to facilitate multi-stakeholder processes through which to develop (sub-)national action plans on OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need (**awareness**)	- are aware of the need to contribute to multi-stakeholder processes relating to OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need. (**awareness**)	- are aware of the need to contribute to multi-stakeholder processes relating to OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need. (**awareness**)	- are aware of the need to contribute to multi-stakeholder processes relating to OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need. (**awareness**)	- are aware of the need to contribute to multi-stakeholder processes relating to OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need. (**awareness**)	- are aware of the need to contribute to multi-stakeholder processes relating to OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need. (**awareness**)	- are aware of the need to contribute to multi-stakeholder processes relating to OECMs (**awareness**) - are aware of existing generic planning methodologies that can be adapted to fulfil this need. (**awareness**)