AFWA’s Management Assistance Team (MAT) acts as an internal consulting and training resource for all fifty-one state fish and wildlife agencies. Supported by funds from a multistate conservation grant, MAT’s work helps to advance natural resource management goals through organizational, leadership and professional development opportunities. MAT’s products and services concentrate on agency administration—the people part of the equation. It’s all part of MAT’s vision to “further the conservation goals of state fish and wildlife agencies through organizational and professional development of agency staff at all levels.”

MAT staff took that vision to a new level in 2017. The team undertook a major review of the professional development needs of state fish and wildlife agencies, and of MAT’s catalogue of products and services. A new strategy emerged, one that streamlines and refocuses the MAT program, targeting needs identified by agency leadership. As MAT moves forward into 2018 and beyond, this new model will realign its existing suite of services and products to better meet the individual needs of directors and their agencies. MAT also continued to provide exemplary service to state fish and wildlife agencies and partners by offering online leadership and professional development opportunities, consulting services, face-to-face training, and support services. MAT’s presence also continued to broaden with staff conducting several presentations and workshops at national and regional events.

**Overview**

**“TO FURTHER THE CONSERVATION GOALS OF STATE FISH AND WILDLIFE AGENCIES THROUGH ORGANIZATIONAL AND PROFESSIONAL DEVELOPMENT OF AGENCY STAFF AT ALL LEVELS”**
To all state fish and wildlife agencies within the United States, MAT delivers services principally in three program areas: state-focused leadership development through online training and face-to-face offerings, the National Conservation Leadership Institute (NCLI), and organizational/agency administration consulting services.

**COURSES AND WEBINARS**
6,387 Training Hours to 31 States through 17 online courses, 5 webinars, and 3 Face-to-Face trainings in 2017.

**NCLI**
40 of 72 Fellows from Cohorts 11 and 12 selected from 27 State Agencies.

**CONSULTING**
Consulting services to 15 individual States.

**STATES SERVED BY MAT**