U.S. Fish and Wildlife Service

National Conservation Training Center

Course Guide

"Highly-trained employees are more motivated, efficient, and adaptive, and better able to accomplish the Service's mission."

Jay Slack, Former Director, NCTC

Leadership Competency Development Model

The U.S. Fish and Wildlife Service's Leadership Competency Model has been developed to assist with the continuous learning efforts of our employees, and to guide employees at all levels and in all functions toward excellence in addressing the Service's mission.

The Model identifies attributes that an employee should obtain, at whatever his or her level or job in the Service, to enhance readiness for positions of greater responsibility. This Model also enhances and complements the scientific and natural resources management knowledge and skills that remain critical to employee performance and success in conservation leadership.

Executive Leader
Vision • Strategic Thinking • Decisiveness • Developing Others
Accountability • Influencing/Negotiating • Political Savvy

Senior Leader
Decisiveness • Partnering • Accountability • Influencing/Negotiating
External Awareness • Strategic Thinking • Developing Others

Mid-Level Leader
Team Building • Creativity/Innovation • Problem Solving
Accountability • Partnering • Conflict Management • Technical Credibility

1st Appointment Leader
Problem Solving • Flexibility • Accountability
Creativity/Innovation • Team Building • Customer Service • Technical Credibility

Foundational Leadership Competencies
Interpersonal Skills • Oral Communication • Continual Learning
Written Communication • Public Service Motivation • Integrity/Honesty

About this Guide

This Guide gives you a comprehensive view of the courses the National Conservation Training Center (NCTC) offers to U.S. Fish and Wildlife Service (FWS) employees and the broader conservation community. The Guide contains a description and list of courses by subject area. Where applicable, some subject areas include specialized skill development pathways. These pathways suggest a progression of courses to help you gain proficiency in a subject area.

For more information or to register for a class, go to
http://nctc.fws.gov
or call
304-870-7101.

Additional NCTC resources:

Video Galleries
https://nctc.fws.gov/resources/knowledge-resources/video-gallery/

Webinar Galleries
https://nctc.fws.gov/topic/online-training/webinars/

USFWS Conservation Library
https://library.fws.gov

How to use this Guide

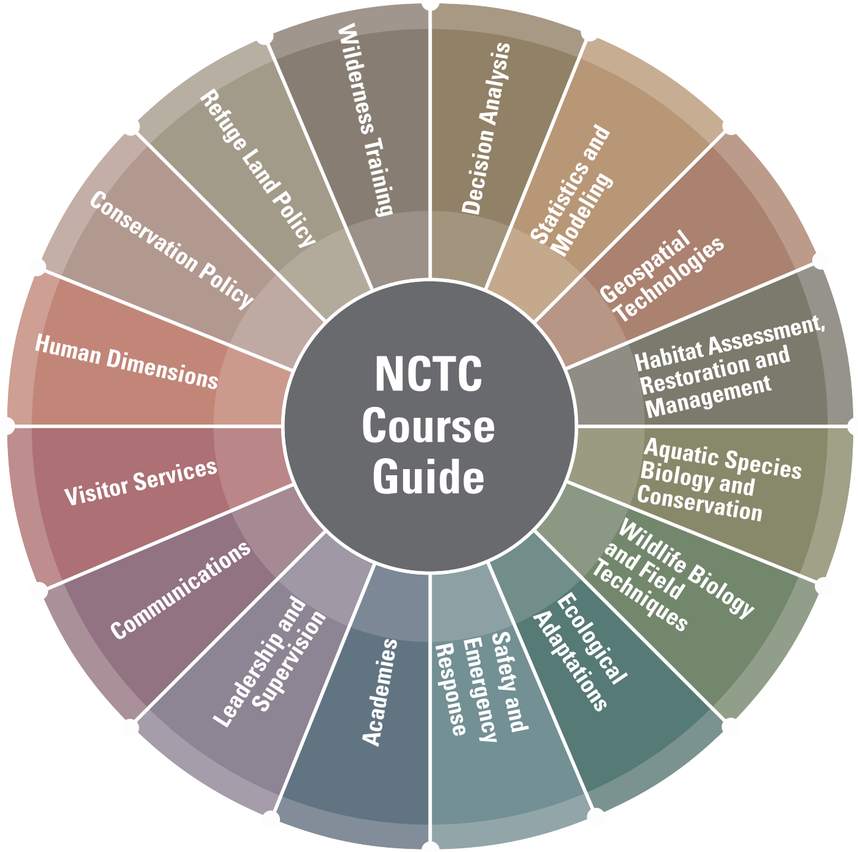
Choose the subject area you are interested in on the wheel and go to the corresponding page.

- Select the class that best fits your need— introductory, intermediate, or advanced.
- Develop a short- or long-term plan to acquire the skills needed to advance your career.
- Map a pathway to achieve proficiency and expertise in a particular subject area.
- Create your Individual Development Plan (IDP).

Ways you can take courses

- NCTC CLASSROOM
- FIELD LOCATION
- LIVE AND ONLINE
- ANYTIME ONLINE
- BLENDED

National Conservation Training Center Course Guide



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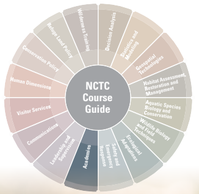
Ryan Hagerty/USFWS



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Academies

Academies are focused on developing the skills and knowledge needed to address the mission of the programs and the Service. They are single and multi-week courses designed for targeted groups of FWS employees. Academies are by nomination only. Recruitment announcements are released throughout the year. If you are interested in attending an Academy, talk to your supervisor for details.

Fisheries Academy
CSP0100

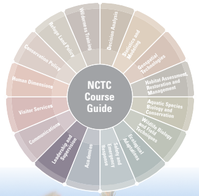
Project Leader Academy
LED6201

Realty Academy
CLM7178

Refuge Management Academy
CLM4307

Advanced Refuge Management Academy
CLM4308

Wage Grade Academy
CLM5100



Lisa Hupp/USFWS

Leadership

These courses and programs prepare leaders and supervisors to accomplish the Service's mission. Skills are developed for emerging, mid-level, and advanced levels of leadership and supervision. Courses are based on the FWS Leadership Competency Development Model and the U.S. Office of Personnel Management and Department of the Interior mandatory supervisory training requirements.

Introductory Courses

Inspiring Leadership through Emotional Intelligence
LED5030

Level 1 Leadership Intensive: Designing Your Leadership Journey
LED5031

The Leadership Connection Program

Intermediate Courses

Emerging Dynamics in Leadership
LED5125

Introduction to Team Leadership
LED6176

Leading at the Speed of Trust
LED5029

Advanced Courses

Advanced Leadership Development Program
LED6078

Advanced Supervision: Building on Experience
LED6166

Stepping Up to Leadership
LED6072

The Leadership Connection - Program and/or Individual Courses, utilized by FWS employees only.

- Accountability, LED6150A
- Conflict Management, LED6150B
- Continual Learning, LED6150C
- Creativity and Innovation, LED6150D
- Customer Service, LED6150E
- Decisiveness, LED6150F
- Developing Others, LED6150G
- External Awareness, LED6150H
- Flexibility, LED6150I
- Influencing, LED6150J
- Integrity and Honesty, LED6150K
- Interpersonal Skills, LED6150L
- Leveraging Diversity, LED6150M
- Problem Solving, LED6150N
- Public Service Motivation, LED6150O
- Resilience, LED6150P
- Strategic Thinking, LED6150Q
- Team Building, LED6150R
- Visioning, LED6150S

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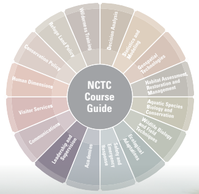

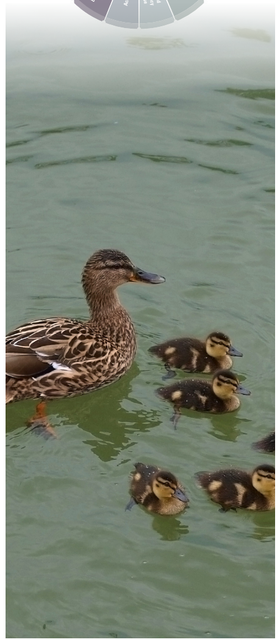

Supervision & Employee Development

These courses and programs prepare leaders and supervisors to accomplish the Service's mission. Skills are developed for emerging, mid-level, and advanced levels of leadership and supervision. Courses are based on the FWS Leadership Competency Development Model and the U.S. Office of Personnel Management and Department of the Interior mandatory supervisory training requirements.

Introductory Courses

Discover Your Service: USFWS Foundations
LED5240

Mentee Training: The Journey to Meeting Your Mentor
OUT8082

Mentoring: Getting Started with Your Mentee
OUT8081

Mentoring the Next Generation: Voices of Experience
OUT8050

Intermediate Courses

Crucial Conversations Workshop
LED5153

Discover & Enhance Your Potential
LED5128

Financial Foundations For Administrative Professionals
LED5127

Supervisory Skills Workshop
SUPSKILLS

Supervisory Young Adults in Conservation
OUT8045

Advanced Courses

Advanced Supervision: Building on Experience
LED6166

Prerequisites for Supervisory Skills Workshop - Class prerequisites can be viewed as refresher courses.

- The Role of the Supervisor, OLT-101
- Merit Systems Principles, OLT-102
- Supervisory Ethics, OLT-103
- Staffing Your Organization, OLT-104
- Managing Employee Performance, OLT-105
- Conduct and Performance-Based Actions, OLT-106
- Leveraging Diversity, OLT-107
- Pay and Leave for Supervisors, OLT-109
- Supervisory Safety Skills, OLT-110
- Change Management,OLT-0015
- Voices of Experience, OUT8050
- Supervising Young Adults in Conservation, OUT8045

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Greg Thompson/USFWS

Communications

These courses build the skills needed to effectively serve as the face and voice of the Service. Emphasis is placed on written, oral, and digital communication skills and tools.

Introductory Courses

Business Communications
CLM8134

Communicating Science–Distilling Your Message
CLM8204

Facebook for FWS Employees CLM725b (Currently Not Available)

Social Media Overview for FWS Employees
CLM725a (Currently Not Available)

Twitter for FWS Employees CLM725c (Currently Not Available)

Strategic Communication for Outreach: Overview and Planning
CLM8111

Intermediate Courses

Crucial Conversations Workshop
LED5153

Digital Communications in Conservation Training Workshop
CLM7158

Negotiation Skills for Conservation Professionals: Building a Foundation
CLM8135

Writing with Clarity
CLM8201

Advanced Courses

Congressional Operations Seminar
CLM8196

Critical Writing/Critical Thinking
CLM3167

Scientific Writing for Publication: Course and Clinic
CSP3182

Strategies and Tactics for the Experienced Conservation Negotiator
CLM8136

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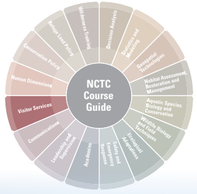

Ryan Hagerty/USFWS

Visitor Services

These courses build the skills needed to develop, provide, and manage priority public uses and other recreation at FWS field stations. The training focuses on the Big Six priority public uses (hunting, fishing, wildlife observation, photography, environmental education, and interpretation).

Introductory Courses

Connecting People with Nature Through Birds
OUT8163

Education Programs for Youth: School's Out
OUT8162

Interpretive Foundations
CLM8240

Introduction to Visitor Services
CLM8140

Teaching Youth Outdoor Skills
OUT8062

Volunteer Recruitment and Management
CLM8114

Youth Mentored Hunting and Fishing Programs
OUT8065

Intermediate Courses

Archery as an Outreach Tool
OUT8061

Building Urban Wildlife Habitats
OUT8064

Integrating Education Standards in Your Education and Outreach Programs
OUT8103

Interpretive Media
CLM8243

National FWS Communications, Outreach, and Visitor Services Training Workshop
CLM8252

Recruit, Retain, Reactivate (R3) Training
OUT8072

Advanced Courses

Advanced Volunteer Management
CLM8120

Designing a Long-Term Phenology Monitoring Program
OUT8052

Planning and Evaluating Education and Outreach Programs
OUT8068

Process of Interpretive Planning
CLM8244

Visitor Services Planning
CLM8251

Webinars and other resources:

Visitor Services Webinar Series

Friends Webinar Series

Pollinator Curriculum Webinar Series

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Brett Billings/USFWS

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Human Dimensions

These courses focus on using social science knowledge and tools to effectively incorporate societal values into conservation planning and decision-making, and to build stronger and more diverse partnerships.

Introductory Courses

Foundations in Public Participation
CLM8227

Human Dimensions Foundations of Natural Resource Conservation
CLM8226

Partnership and Community Collaboration: Managing by Network
CLM8123

Intermediate Courses

Collaborative Conservation: Partnerships in Practice
CLM8124

Community Connections Academy
CLM8132

Negotiation Skills for Conservation Professionals: Building a Foundation
CLM8135

Advanced Courses

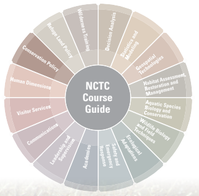
Improving Conservation Outcomes Through Social Science Integration
CLM8228

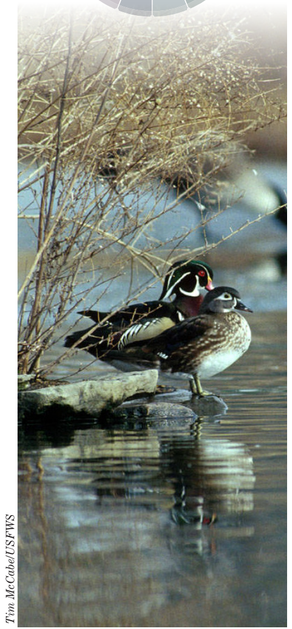
Strategies and Tactics for the Experienced Conservation Negotiator
CLM8136

Webinars and other resources:

Human Dimensions Foundations of Natural Resource Conservation Broadcast
CLM8225

Human Dimensions of Conservation Podcasts (Digital Library)





Tim McCabe/USFWS

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Conservation Policy

These courses explore mission relevant policies and planning topics. Participants learn how to locate, interpret, and apply regulations resulting from policy and law.

Introductory Courses

Developing a Conservation Agreement
ALC3125

Developing Effective Tribal Relations
ALC3164

Endangered Species Act (ESA) of 1973 Overview
CSP3114

Federal Activities and the Fish and Wildlife Coordination Act (FWCA)
CSP3132

Integrating NEPA into FWS Activities
CSP3121

Management of Oil and Gas Activities on National Wildlife Refuge System Lands
CLM7196

Migratory Bird Conservation - A Trust Responsibility
CSP2102

Natural Resources Damage Assessment and Restoration (NRDAR)
CSP3111

Introductory Courses

Partners for Fish and Wildlife Habitat Restoration
CSP3127

Restoration Policy, Planning, and Partnering
CSP3133

SSA Writing Made Easy
CSP3909

Writing a Conservation Agreement
ALC3126

Intermediate Courses

Developing a Biological Assessment
CSP3153

Effects Pathway Manager
CSP3134

Endangered Species Listing and Candidate Assessment
CSP3115

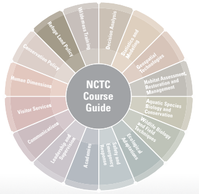
Intermediate Courses

Endangered Species Recovery Planning and Implementation
CSP3173

Habitat Conservation Planning for Endangered Species
CSP3117

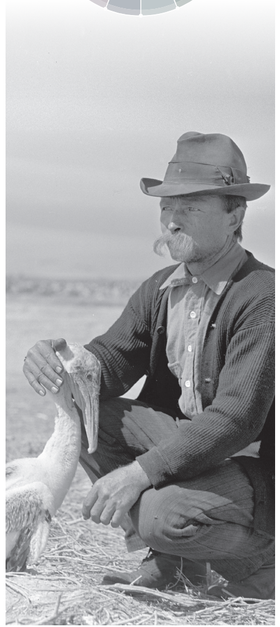
Interagency Consultation for Endangered Species
CSP3116

Introduction to Species Status Assessment
CSP3910



Refuge Land Policy

These courses focus on in-depth exploration of law, policy, and planning topics relevant to National Wildlife Refuge System (NWRS) land acquisition, protection, and management. Participants learn about managing oil and gas activities, assessment and acquisition of land, biological program planning, cultural resource protection, and other related topics.



Introductory Courses

- Building a Strong NWRS Biological Program
  CLM2150
- Cultural Resources Overview
  CLM2117
- Environmental Due Diligence: The Transaction Screen Process
  CLM7173
- Land Records System Data Entry and Reporting
  CLM7180
- Management of Oil and Gas Activities on NWRS Lands
  CLM7196
- National Wildlife Refuge Appropriate Use and Compatibility Determination
  CLM2113
- NWRS Conservation Easements
  CLM7177
- Realty for Refuge Personnel
  CLM7179

Introductory Courses

- Refuge Improvement Act
  CLM5309

Advanced Courses

- Habitat Management Planning
  CLM2125
- Refuge Comprehensive Conservation Planning
  CLM2126

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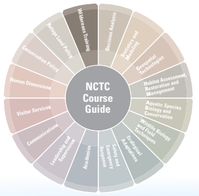
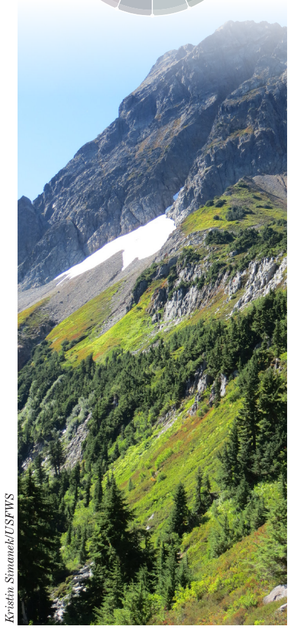


Wilderness Training

Arthur Carhart National Wilderness Training Center


Kristin Simonek/USFWS

Introductory Courses

- Interagency Wilderness Interpretation and Education Training, CAR2103
- Writing a Minimum Requirements Analysis
- The Wilderness Act of 1964
- Deciding to Keep Wilderness Wild: Four Cornerstone for Wilderness Managers
- The Alaska National Interest Lands Conservation Act
- Visitor Use Management in Wilderness (Fundamentals)
- Natural Resource Management in Wilderness (Fundamentals)
- Fundamentals of Managing Cultural Resources in Wilderness

Intermediate Courses

- Interagency Regional Wilderness Stewardship Training, CAR2102
- Unit Wilderness Training
- Topic-specific Wilderness Training
- Evaluating a Minimum Requirements Analysis
- Wilderness Stewardship Planning Framework
- Visitor Use Management in Wilderness (Strategies)

Intermediate Courses

- Visitor Use Management in Wilderness (Monitoring)
- Natural Resource Management in Wilderness- Challenges in Natural Resource Restoration
- Natural Resource Management in Wilderness- Monitoring Restoration
- Natural Resource Management in Wilderness- Evaluating Proposals for Scientific Activity
- Natural Resource Management in Wilderness- Fish & Wildlife Inventory and Monitoring
- Natural Resource Management in Wilderness- Threatened and Endangered Species
- Natural Resource Management in Wilderness- Air Quality
- Natural Resource Management in Wilderness- Soil and Water
- Natural Resource Management in Wilderness- Vegetation
- Natural Resource Management in Wilderness- Soundscapes
- Natural Resource Management in Wilderness- Night Sky
- Inventory and Monitoring of Cultural Resources in Wilderness
- Evaluating Scientific Proposals for Cultural Resources in Wilderness

Intermediate Courses

- Fundamentals of Managing Paleontological Resources in Wilderness
- Inventory and Monitoring of Managing Paleontological Resources in Wilderness
- Managing Special Provisions in Wilderness: Aircraft & Motorboats
- Managing Special Provisions in Wilderness: Commercial Services
- Managing Special Provisions in Wilderness: Fire
- Managing Special Provisions in Wilderness: Grazing
- Managing Special Provisions in Wilderness: Inholdings and Rights-of-way
- Managing Special Provisions in Wilderness: Insects & Diseases
- Managing Special Provisions in Wilderness: Minerals
- Managing Special Provisions in Wilderness: Water Rights
- Managing Special Provisions in Wilderness: Wildlife

Advanced Courses

- Interagency National Wilderness Leadership Training, CAR2101

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Decision Analysis

These courses build the knowledge and skills needed to make better decisions. Most courses are based on the Problem, Objectives, Alternatives, Consequences & Tradeoffs (PrOACT) model and the Structured Decision Making (SDM) process.

Introductory Courses

An Overview of Structured Decision Making
ALC3183

Collaboration and Conflict Transformation in Multi-Party Processes
ALC3199

Decision Analysis for Climate Change
ALC3196

Introduction to Structured Decision Making
ALC3171

Open Standards for the Practice of Conservation
ALC3128

Intermediate Courses

Adaptive Managment: Structured Decision Making for Recurrent Decisions
ALC3176

Decision Analysis: Elicitation and Facilitation
ALC3190

Decision Analysis: Tools
ALC3191

Structured Decision Making Workshop: Observers and Mentees
ALC3160

Advanced Courses

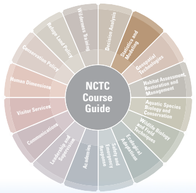
Structured Decision Making Practicum
ALC3138

Conservation Coaches Network
ALC3158

USFWS/USGS Structured Decision Making Workshop
ALC3159

Decision Analysis Pathways

	Level 1	Level 2	Level 3
Quantitative Decision Analysis Builds basic skills in decision theory and the use of analytical tools to support the decision analysis process.	■ Introduction to Structured Decision Making, ALC3171	■ Adaptive Management: Structured Decision Making for Recurrent Decisions, ALC3176 ■ Decision Analysis: Tools, ALC3191	Choose from a series of electives
Facilitative Decision Analysis Builds basic skills in decision theory with a focus on facilitating decision analysis.	■ Introduction to Structured Decision Making, ALC3171 ■ (Decision Analysis for Climate Change, ALC3196 may be subsituted as an online option)	■ Decision Analysis: Expert Elicitation and Facilitation ALC3190 ■ Collaboration and Conflict Transformation in Multiparty Process ALC3199	Choose from a series of electives



Statistics and Modeling

These courses build skills in population modeling, biological monitoring, and quantitative assessments needed to support conservation decisions. Participants learn about the modeling process including how to think like a modeler, run popular modeling software, and interpret results from models.

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Introductory Courses

- Conservation Biology and Modeling CSP1104
- Data Wrangling with R CSP1004
- Field Data Management using MS Access CSP1003
- Introduction to R CSP4201
- Making Sense of Biological Data with R CSP4200
- Modeling Principles for Natural Resources Management, *Beginner* CSP3156a

Intermediate Courses

- Fish Population Dynamics and Assessment CSP2300
- Modeling for Endangered Species Management CSP2304
- Modeling Principles for Natural Resources Management, *Intermediate* CSP3156b
- Statistical Modeling for Conservation CSP4210

Advanced Courses

- Design and Analysis of Biological Monitoring CSP4230
- Occupancy Modeling CSP4141
- Species Distribution Modeling CSP4220

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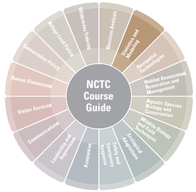
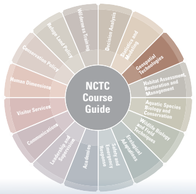


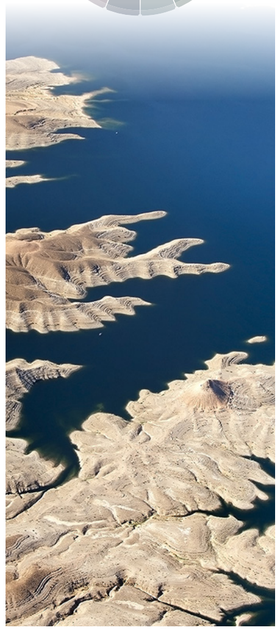
Statistics and Modeling Pathways

	Level 1	Level 2	Level 3
Status and Trend Assessment Pathway Builds abilities to develop efficient sampling designs and perform analyses to estimate population attributes (e.g., abundance) at a location and over time.	■ Making Sense of Biological Data with R, CSP4200 ■ Data Wrangling, CSP1400 ■ or Introduction to R, CSP4201	■ Statistical Modeling for Conservation, CSP4210	■ Design and Analysis of Biological Monitoring, CSP4230
Species Distribution Modeling and Conservation Design Pathway Builds skills to develop and/or implement models identifying species-habitat relationships and important conservation areas.	■ Data Wrangling, CSP1400 ■ Making Sense of Biological Data with R, CSP4200 ■ or Introduction to R, CSP4201	■ Statistical Modeling for Conservation, CSP4210	■ Species Distribution Modeling, CSP4220 ■ Occupancy Modeling, CSP4141
Population Modeling Pathway Build and use models with defensible results to integrate modeling into management decision processes.	■ Introduction to Structured Decision Making, ALC3171 ■ Modeling Principles for Natural Resources Management, *Beginner,* CSP3156a	■ Fish Population Dynamics & Assessment, CSP2300 ■ Modeling for Endangered Species Management, CSP2304	■ Modeling Principles for Natural Resources Management, *Intermediate,* CSP3156b
Data Manipulation Analysis Become proficient in data handling and an array of common approaches to analyzing biological data. Foundation for monitoring and distribution modeling.	■ Introduction to R, CSP4201 ■ or Data Wrangling, CSP1400	■ Making Sense of Biological Data with R, CSP4200	■ Statistical Modeling for Conservation, CSP4210



Geospatial Technologies

These courses build skill proficiency in using GIS and GIS applications for mapping and map communication, analysis, modeling, data creation and data management to support planning and decision making. Training in mobile GPS and remote sensing are also offered.



Introductory Courses

GIS Introduction (ArcGIS Pro)
CSP7102

Transitioning to ArcGIS Pro
CSP7103

Intermediate Courses

Creating Maps that Work
CSP7205

Field Data Collection Using ArcGIS
CSP7302

GIS Intermediate
CSP7204

Advanced Courses

Advanced Geospatial Topics (topics vary)
CSP7305

FWS Geospatial Training Workshop
CSP7304

Watershed Analysis and Hydrologic Modeling
CSP7306

Webinars and other resources:

Geospatial Skills Tutorials
https://training.fws.gov/courses/references/tutorials/geospatial/index.html

Geospatial Webinar Series
https://nctc.fws.gov/topic/online-training/webinars/geospatial.html

Geospatial Training Workshop Presentations
https://training.fws.gov/resources/knowledge-resources/video-gallery/geospatial-training-workshop.html

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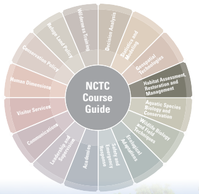

Habitat Assessment, Restoration, and Management

These courses build the knowledge and skills to effectively assess, restore, and manage streams, wetlands, and upland habitats. A highly developed series of courses in stream measurement and fluvial geomorphology build advanced skills for the most challenging restoration problems.

Ryan Hagerty/USFWS

Introductory Courses

Applied Fluvial Geomorphology
CSP3210

Field Techniques for Invasive Plant Management
CLM2139

Forest Ecology and Management
CSP2110

Hazard Analysis and Critical Control Point Planning for Invasive Species (HACCP)
CSP2131

Innovative Approaches to Wildlife/Highway Interactions
CSP7089

Managing Utility Rights-of-Way for Wildlife Habitat
CSP7179

Stream Habitat Measurement Techniques
CSP3200

Wetland Plant Identification
CSP3107

Intermediate Courses

Functional Framework for Stream Assessment and Monitoring
CSP3275

Natural Channel Design Review
CSP3174

Pesticides and Fish and Wildlife Resources
CSP3119

River Morphology and Applications
CSP3310

Rotenone and Antimycin Use in Fisheries Mangement
CSP2132

Wetland Assessment, Restoration and Management
CSP3106

Advanced Courses

Advanced Plant Identification: Grasses, Sedges, Rushes and Composites
CSP3130

Hazard Analysis and Critical Control Point Planning for Invasive Species (HACCP): Train-the-Trainer
CSP2133

Webinars and other resources:

Restoration Webinar Series
CSP3904

Hydrology and Aquatic Resources Conservation Webinar Series

Forest Ecology and Management Webinar Series

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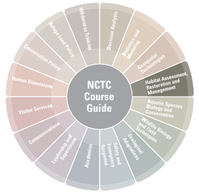
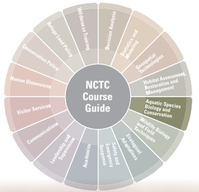
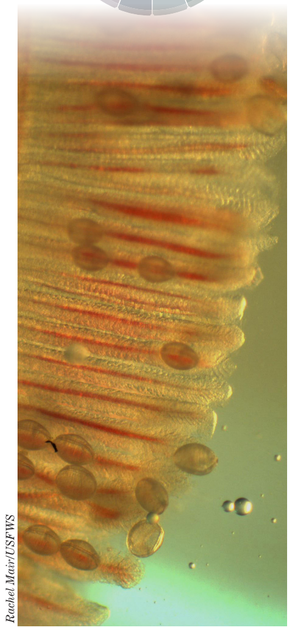


Habitat Restoration and Management Pathways

	Level 1	Level 2	Level 3
Habitat Restoration & Management Build skills in plant identification and in aquatic and upland habitat assessment, restoration and management	■ Wetland Plant Identification, CSP3107 ■ Field Techniques for Invasive Plant Management, CLM2139 ■ Stream Habitat Measurement Techniques, CSP3200 ■ Applied Fluvial Geomorphology, CSP3210 ■ Forest Ecology and Management, CSP2110	■ River Morphology and Applications, CSP3310 ■ Wetland Assessment, Restoration and Management, CSP3106	■ Advanced Plant Identification: Grasses, Sedges, Rushes and Composites, CSP3130





Rachel Muir/USFWS

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Aquatic Species Biology and Conservation

These courses focus on the successful restoration of threatened and endangered aquatic species. Participants learn about the biology, identification, propagation, and conservation of aquatic species, including freshwater fishes, mussels, crayfish, and other macroinvertebrates.

Introductory Courses

- Conservation Biology of Freshwater Mussels CSP1101
- Macroinvertebrate Ecology and Identification CSP2221
- Coldwater Fish Culture CSP1100
- Freshwater Fish Culture CSP1140
- Introduction to Fish Health CSP1150
- Fish Identification CSP2220
- Ecology and Conservation of North American Crayfishes CSP1105

Intermediate Courses

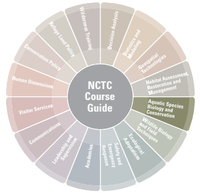
- Freshwater Mussel Identification CSP1103
- Freshwater Biomonitoring Using Benthic Macroinvertebrates CSP2323
- Principles and Techniques of Electrofishing CSP2201
- Principles and Techniques of Electrofishing CSP2C01
- Fish Sampling Techniques CSP2204
- Histology and Histopathology of Aquatic Species CSP1350

Advanced Courses

- Freshwater Mussel Propagation for Restoration CSP1102
- Electrofishing Sampling Advanced Practicum CSP2203
- Scientific River Diving Safety SAF4300

Webinars and other resources:

- Freshwater Mussel Conservation Webinar Series
- Fish and Wildlife Conservation Office (FWCO) Webinar Series



Fisheries Pathways

	Level 1	Level 2	Level 3
Quantitative Fisheries Gain tools in analysis of fish and fisheries data for population assessment and evaluation of alternate management strategies.	■ Introduction to R, CSP4201	■ Introduction to Population Modeling CSP3156a or CSP3156b	■ Fish Population Dynamics and Assessment, CSP2300
Fish Sampling Gain practical knowledge and skills in deploying gear for improved sampling data	■ Principles and Techniques of Electrofishing (in-person or online) CSP2201 or CSP2c01	■ Fish Sampling Techniques, (Online, Field, Lab, and Classroom), CSP2204	■ Electrofishing Sampling Advanced Practicum, CSP2203

Tom Koerner/USFWS

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Wildlife Biology and Field Techniques

These hands-on field and laboratory courses increase skills in the sampling, measuring, and health assessment of terrestrial and aquatic wildlife to manage and sustain species. Training includes techniques for identifying and monitoring species of birds, bats, small mammals, and herpetiles.

Introductory Courses

Applied Landscape-Scale Conservation Biology
CSP2101

Basic Bird Biology
CSP2100

Conservation Biology and Modeling
CSP1104

Forest Ecology and Management
CSP2110

Foundations of Forest Wildlife Habitat Management
CSP2112

Fundamentals of Bird Banding
CSP2114

Introduction to Conservation Genetics
CSP3157

Survey Methods for Frog Abnormalities on National Wildlife Refuges
CSP3155

Intermediate Courses

Applied Conservation Genetics
CSP3148

Evaluating Acoustic Bat Surveys for ESA Compliance
CSP2111

Fish Sampling Techniques
CSP2204

Principles and Techniques of Electrofishing
CSP2201

Principles and Techniques of Electrofishing
CSP2C01

Advanced Courses

Designing a Long-Term Phenology Monitoring Program
OUT8052

Electrofishing Sampling Advanced Practicum
CSP2203

Implementing a Successful Citizen Science Effort
OUT8067

Webinars and other resources:

Forest Ecology and Management Webinar Series

Conservation Science Webinar Series
CSP3900

NPS

Ecological Adaptation

These courses provide the knowledge and skills needed to address the environmental challenges posed by a changing climate. The training reflects the most current research on basic climate science, vulnerability assessment, adaptation, and scenario planning.

Introductory Courses

An Overview of Climate-Smart Conservation
ALC3139

Climate Academy
ALC3193

Climate Fundamentals for USFWS Employees
ALC3915

Intermediate Courses

Climate-Smart Conservation
ALC3195

Planning for a Changing Climate
ALC3916

Advanced Courses

Climate Change Vulnerability Assessment
ALC3184

Climate-Smart Conservation Workshop
ALC3914

Scenario Planning Toward Climate Change Adaptation
ALC3194

Webinars and other resources:

Safeguarding Wildlife from Climate Change

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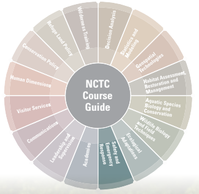

Safety and Emergency Response

Safety courses are mandatory for jobs that require specialized skills for using equipment or dealing with situations with inherent risk. These courses prepare employees to pass required tests to operate watercraft, conduct electrofishing, and operate other equipment.

Introductory Courses

Airboat Operator Module (MOCC)
SAF4A02

Airboat Operator Module Practical
SAF4A0P - (no longer available)

DOI All Hazards Resource Advisor Basic Course
DOI-READ-Basic-OLT-101

Electrofishing Safety
CSP2202

Heavy Equipment Safety: Dump Truck
SAF2011

Motorboat Operator Certificate Course (MOCC)
SAF4102

Non-Motorized Module (MOCC)
SAF4NM2

Open Water Module (MOCC)
SAF4OW2

River Module (MOCC)
SAF4RM2

Introductory Courses

Critical Incident Stress Management (CISM) Peer Support Training Course
CSP3168

Rocket Net User Training Course
SAF-RN01

Inland Oil Spill Response for DOI
CSP3129

Pre-deployment Orientation Deepwater Horizon Oil Spill Response –Heat Stress
SAF3122

Intermediate Courses

Airboat Module (ABM) Refresher Online Course
SAF4A02R

Motorboat Operator Refresher
SAF4R02

Intermediate Courses

Rocket Net User Refresher
SAF-RN02

Critical Incident Stress Management (CISM) Peer Support Refresher Training
FWS-CSP3168-REFRESH

Hazardous Waste Operations and Emergency Response (HAZWOPER) Refresher Course
SAF-5000R

Advanced Courses

Motorboat Operator Instructor Certification Course (MOICC)
SAF4101/USGS-SAF- MOICC

Scientific River Diving Safety
SAF4300

Critical Incident Stress Management (CISM) Peer Support Training Recertification
FWS-CSP3168-ADV

Webinars and other resources:
Inland Oil Spill for DOI Response Webinar Series

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NOTES

The National Conservation Training Center
698 Conservation Way
Shepherdstown, WV
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NCTC provides exemplary training and professional development tailored to support Service employees and conservation partners in accomplishing the agency's mission.

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Brian Jonkers/USFWS