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.

“Highly-trained employees are more motivated, efficient, and adaptive, and better able to accomplish the Service’s mission.”
Jay Slack, Former Director, NCTC
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

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- Leadership and Supervision
- Communications
- Visitor Services
- Human Dimensions
- Conservation Policy
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- Decision Analysis
- Statistics and Modeling
- Geospatial Technologies
- Habitat Assessment and Restoration and Management
- Aquatic Species Biology and Conservation
- Wildlife Biology and Field Techniques
- Safety and Emergency Response
- Ecological Adaptation
- Wildlife and Fish Policy and Management

Leadership and Supervision
Communications
Visitor Services
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Habitat Assessment and Restoration and Management
Aquatic Species Biology and Conservation
Wildlife Biology and Field Techniques
Safety and Emergency Response
Ecological Adaptation
Wildlife and Fish Policy and Management
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.

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Academies

Fisheries Academy
CSP0060

Project Leader Academy
LED0281

Realty Academy
CLM717B

Refuge Management Academy
CLM4287

Advanced Refuge Management Academy
CLM4288

Wage Grade Academy
CLM5100
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 LED5010
- Level 1: Leadership Intermittent: Designing Your Leadership Journey LED5021
- The Leadership Connection Program

Intermediate Courses

- Emerging Dynamics in Leadership LED5176
- Leading at the Speed of Trust LED5029
- Advanced Leadership Development Program LED6070
- Advanced Supervision: Building on Experience LED6166
- Shopping Up to Leadership LED6072

Advanced Courses

- Leadership LED6150
- Accountability, LED6150A
- Conflict Management, LED6150B
- Continual Learning, LED6150C
- Creativity and Innovation, LED6150D
- Customer Service, LED6150E
- Decisionmaking, 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, LED6150P
- Resilience, LED6150Q
- Strategic Thinking, LED6150R
- Team Building, LED6150S
- Winning, LED6150T

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 LED5015
- 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
- Public Service Motivation, LED6150O
- Resilience, LED6150P
- Strategic Thinking, LED6150R
- Team Building, LED6150S
- Winning, LED6150T

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
- Conduct and Performance-Based Actions, OLT-107
- Leveraging Diversity, OLT-107
- Pay and Leave for Supervisors, OLT-107
- Public Service Motivation, OLT-105
- Change Management, OLT-1009
- Supervising Young Adults in Conservation, OLT-1009

Lisa Hupp/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 CLM8138
- Facebook for FWS Employees CLM725d (Currently Not Available)
- Social Media Overview for FWS Employees CLM725a (Currently Not Available)
- Strategic Communication for Outreach: Overview and Planning CLM8111

#### Intermediate Courses
- Crucial Conversations Workshop LED9153
- Digital Communications in Conservation Training Workshop CLM7158
- Negotiation Skills for Conservation Professionals: Building a Foundation CLM1035
- Writing with Clarity CLM8251

#### Advanced Courses
- Congressional Operations Seminar CLM198
- Critical Writing/Critical Thinking CLM2187
- Scientific Writing for Publication: Course and Clinic CSPS142
- Negotiator CLM8136

### 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 OUT8193
- Education Programs for Youth: School’s Out OUT8192
- Interpretive Foundations CLM2140
- Teaching Youth Outdoor Skills OUT8862
- Volunteer Recruitment and Management CLM8114
- Youth Mentored Hunting and Fishing Programs OUT8865

#### Intermediate Courses
- Archery as an Outreach Tool OUT8049
- Building Urban Wildlife Habitats OUT8004
- Integrating Education Standards in Your Education and Outreach Programs OUT8192
- Interactive Media CLM8243
- Introduction to Visitor Services CLM8140
- National FWS Communications, Outreach, and Visitor Services Training Workshop OUT8532
- Recruit, Retain, Reactivate (R3) Training OUT8072

#### Advanced Courses
- Advanced Volunteer Management CLM4130
- Designing a Long-Term Phenology Monitoring Program OUT8052
- Planning and Evaluating Education and Outreach Programs OUT8096
- Process of Interpretive Planning CLM844
- Visitor Services Planning CLM8251
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: CLM8228
- 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: CLM8116

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: CSP3105
- Developing Effective Tribal Relations: CSP3114
- Endangered Species Act (ESA) of 1973 Overview: CSP3113
- Federal Activities and the Fish and Wildlife Coordination Act (FWCA): CSP3112
- 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

Intermediate Courses
- Developing a Biological Assessment: CSP3150
- Effects Pathway Manager: CSP3104
- Endangered Species Recovery Planning and Implementation: CSP3113
- Habitat Conservation Planning for Endangered Species: CSP3117
- Interagency Consultation for Endangered Species: CSP3116
- Introduction to Species Status Assessment: CSP3118

Advanced Courses
- Improving Conservation Outcomes Through Social Science Integration: CLM8228
- Strategies and Tactics for the Experienced Conservation Negotiator: CLM8116

Webinars and other resources:
- Human Dimensions Foundations of Natural Resource Conservation: Broadcast: CLM8225
- Human Dimensions of Conservation: Podcasts (Digital Library)
# 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

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building a Strong NWRS Biological Program</td>
<td>CLM150</td>
</tr>
<tr>
<td>Cultural Resources Overview</td>
<td>CLM117</td>
</tr>
<tr>
<td>Environmental Due Diligence</td>
<td>CLM117</td>
</tr>
<tr>
<td>Land Records System</td>
<td>CLM117</td>
</tr>
<tr>
<td>Management of Oil and Gas Activities on NWRS Lands</td>
<td>CLM117</td>
</tr>
<tr>
<td>National Wildlife Refuge Appropriate Use and Compatibility Determination</td>
<td>CLM117</td>
</tr>
<tr>
<td>NWRS Conservation Easements</td>
<td>CLM117</td>
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<tr>
<td>Reality for Refuge Personnel</td>
<td>CLM117</td>
</tr>
</tbody>
</table>

## Advanced Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
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</thead>
<tbody>
<tr>
<td>Refuge Comprehensive Conservation Planning</td>
<td>CLM128</td>
</tr>
<tr>
<td>Visitor Use Management Planning</td>
<td>CLM128</td>
</tr>
</tbody>
</table>

## Wilderness Training

### Arthur Carhart National Wilderness Training Center

#### Introductory Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interagency Wilderness Interpretation and Education Training</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Writing a Minimum Requirements Analysis</td>
<td>CAR2103</td>
</tr>
<tr>
<td>The Wilderness Act of 1964</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Deciding to Keep Wilderness Wild Final Correlation for Wilderness Managers</td>
<td>CAR2103</td>
</tr>
<tr>
<td>The Alaska National Interest Lands Conservation Act</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness (Fundamental)</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Natural Resource Management in Wilderness (Fundamental)</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Natural Resource Management in Wilderness: Threatened and Endangered Species</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Natural Resource Management in Wilderness: Soils and Waters</td>
<td>CAR2103</td>
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<tr>
<td>Natural Resource Management in Wilderness: Vegetation</td>
<td>CAR2103</td>
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<tr>
<td>Natural Resource Management in Wilderness: Socioeconomics</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Natural Resource Management in Wilderness: Night Sky</td>
<td>CAR2103</td>
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<tr>
<td>Inventory and Monitoring of Cultural Resources in Wilderness</td>
<td>CAR2103</td>
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</tbody>
</table>

#### Intermediate Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
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</thead>
<tbody>
<tr>
<td>Interagency Regional Wilderness Stewardship Training</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness (Strategies)</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Fire</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Commercial Services</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Grazing</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Inholdings and Rights-of-way</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Insects &amp; Diseases</td>
<td>CAR2102</td>
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<tr>
<td>Visitor Use Management in Wilderness: Minerals</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Wolves</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Visitor Use Management in Wilderness: Wildlife</td>
<td>CAR2102</td>
</tr>
</tbody>
</table>

## Academies

<table>
<thead>
<tr>
<th>Academy Title</th>
<th>Code</th>
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<tbody>
<tr>
<td>Ecological Adaptations</td>
<td>CAR2103</td>
</tr>
<tr>
<td>Wilderness Training</td>
<td>CAR2103</td>
</tr>
</tbody>
</table>
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
  ALC3195
- Decision Analysis for Climate Change
  ALC3196
- Introduction to Structured Decision Making
  ALC3171
- Open Standards for the Practice of Conservation
  ALC3128

Intermediate Courses

- Adaptive Management: Structured Decision Making for Recurrent Decisions
  ALC3176
- Decision Analysis: Elicitation and Facilitation
  ALC3190
- Decision Analysis: Tools
  ALC3191
- Structured Decision Making Workshop: Observers and Mentors
  ALC3160

Advanced Courses

- Structured Decision Making Practicum
  ALC3138
- Conservation Coaches Network
  ALC3158
- USFWS/USGS Structured Decision Making Workshop
  ALC3159

Decision Analysis Pathways

Quantitative Decision Analysis

- Build basic skills in decision theory and the use of analytical tools to support the decision analysis process.

Facilitative Decision Analysis

- Build basic skills in decision theory with a focus on facilitating decision analytics.

Level 1

- Introduction to Structured Decision Making, ALC3171

Level 2

- Adaptive Management: Structured Decision Making for Recurrent Decisions, ALC3176
- Decision Analysis: Tools, ALC3191

Level 3

- Choose from a series of electives

Adapted from NCTC Courses-at-a-Glance

https://nctc.fws.gov
Academies
Ecological Adaptations
Wilderness Training
NCTC Course Guide

Introductory Courses
- Conservation Biology and Modeling, CSP104
- Data Wrangling with R, CSP1064
- Field Data Management using MS Access, CSP1083
- 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, CSP4201
- Statistical Modeling for Conservation, CSP4210

Advanced Courses
- Design and Analysis of Biological Monitoring, CSP4230
- Occupancy Modeling, CSP4441
- Species Distribution Modeling, CSP4220

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.

Introduction to Structured Decision Making, ALC3171
Modeling Principles for Natural Resources Management, Degree, CSP2156a
Fish Population Dynamics & Assessment, CSP3100
Modeling for Endangered Species Management, CSP2304

Level 1
- Making Sense of Biological Data with R, CSP4200
- Data Wrangling, CSP4200
- or Introduction to R, CSP4201

Level 2
- Statistical Modeling for Conservation, CSP4210
- Design and Analysis of Biological Monitoring, CSP4230
- Species Distribution Modeling, CSP4220
- Occupancy Modeling, CSP4441

Level 3
- Making Sense of Biological Data with R, CSP4200
- Data Wrangling, CSP4200
- or Introduction to R, CSP4201

Species Distribution Modeling and Conservation Design Pathway
Build skills to develop and/or implement models identifying species-habitat relationships and important conservation areas.

Population Modeling Pathway
Build and use models with defensible results to integrate modeling into management decision processes.

Data Manipulation Analysis
Become proficient in data handling and an array of common approaches to analyzing biological data. Foundation for monitoring and distribution modeling.
### 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 CSP7203
- Field Data Collection Using ArcGIS CSP7302
- GIS Intermediate CSP7204

#### Advanced Courses
- Advanced Geospatial Topics (topics vary) CSP3065
- FWS Geospatial Training Workshop CSP7204
- Watershed Analysis and Hydrologic Modeling CSP7206

### 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

### National Conservation Training Center

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<th>Courses-at-a-Glance</th>
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<td>NCTC CLASSROOM</td>
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<tr>
<td>14</td>
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</table>

### Habitat Assessment, Restoration, and Management

These courses build 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.

#### 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/Habitat Restoration CSP3106
- Stream Habitat Measurement Techniques CSP3300
- Wetland Plant Identification CSP3107

#### Intermediate Courses
- Functional Framework for Stream Assessment and Monitoring CSP2175
- Natural Channel Design Review CSP3174
- Pesticides and Fish and Wildlife Resources CSP3119
- River Morphology and Applications CSP3118
- Rotenone and Antimycin Use in Fisheries Management CSP2112

#### 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

### National Conservation Training Center

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<td>NCTC CLASSROOM</td>
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<tr>
<td>15</td>
</tr>
</tbody>
</table>

### Ryan Hagerty/USFWS
Habitat Restoration and Management Pathways

**Level 1**
- Wetland Plant Identification, CSP3107
- Fossil Techniques for Innovative Plant Management, CLMI2109
- Stream Habitat Monitoring Techniques, CSP2109
- Applied Fluvial Geomorphology, CSP3110
- Forest Ecology and Management, CSP2100

**Level 2**
- River Morphology and Applications, CSP3110
- Wetland Assessment, Restoration and Management, CSP3106
- Advanced Plant Identification: Grasses, Sedges, Rushes and Composites, CSP3100

**Level 3**
- Advanced Plant Identification: Grasses, Sedges, Rushes and Composites, CSP3100

**Habitat Restoration & Management**
Build skills in plant identification and in aquatic and upland habitat assessment, restoration and management

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 CSP1100
- Introduction to Fish Health CSP1150
- Fish Identification CSP2220
- Ecology and Conservation of North American Crayfishes CSP1105

**Intermediate Courses**
- Freshwater Mussel Identification CSP1102
- Freshwater Biomonitoring Using Benthic Macroinvertebrates CSP2123
- Principles and Techniques of Electrofishing CSP2201
- Principles and Techniques of Electrofishing CSP2201
- Fish Sampling Techniques CSP2204
- Histology and Histopathology of Aquatic Species CSP1105

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

Webinars and other resources:
- Freshwater Mussel Conservation Webinar Series
- Fish and Wildlife Conservation Office (FWCO) Webinar Series

https://nctc.fws.gov
### Fisheries Pathways

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Quantitative Fisheries</strong></td>
<td><strong>Quantitative Fisheries</strong></td>
<td><strong>Quantitative Fisheries</strong></td>
</tr>
<tr>
<td>■ Introduction to R, CSP4201</td>
<td>■ Introduction to Population Modeling CSP3198a or CSP3198b</td>
<td>■ Fish Population Dynamics and Assessment, CSP2300</td>
</tr>
<tr>
<td><strong>Fish Sampling</strong></td>
<td><strong>Fish Sampling</strong></td>
<td><strong>Fish Sampling</strong></td>
</tr>
<tr>
<td>Gain practical knowledge and skills in deploying gear for improved sampling data.</td>
<td>Gain practical knowledge and skills in deploying gear for improved sampling data.</td>
<td>Gain practical knowledge and skills in deploying gear for improved sampling data.</td>
</tr>
<tr>
<td>■ Principles and Techniques of Electrofishing (in-person or online) CSP2201 or CSP2201</td>
<td>■ Fish Sampling Techniques, (Online, Field, Lab, and Classroom), CSP2300</td>
<td>■ Electrofishing Sampling Advanced Practicum, CSP2305</td>
</tr>
</tbody>
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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** CSP2104
- **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
- **Principles and Techniques of Electrofishing** CSP2301

#### Intermediate Courses
- **Fish Sampling Techniques** CSP2204
- **Principles and Techniques of Electrofishing** CSP2301
- **Principles and Techniques of Electrofishing** CSP2301

#### Advanced Courses
- **Managing a Long-Term Phenology Monitoring Program** OUT1052
- **Electrofishing Sampling Advanced Practicum** CSP2203
- **Implementing a Successful Citizen Science Effort** OUT1052

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**Webinars and other resources:**
- **Forest Ecology and Management Webinar Series**
- **Conservation Science Webinar Series** CSP3500
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.

Webinars and other resources:
Safeguarding Wildlife from Climate Change

National Conservation Training Center
Courses at a Glance

Introductory Courses
- An Overview of Climate-Smart Conservation
  ALC3139
- Climate Academy
  ALC3192
- Climate Fundamentals for USFWS Employees
  ALC3915

Intermediate Courses
- Climate-Smart Conservation
  ALC3195
- Planning for a Changing Climate
  ALC3916
- Climate-Smart Conservation Workshop
  ALC3914
- Scenario Planning Toward Climate Change Adaptation
  ALC3914

Advanced Courses
- Climate Change Vulnerability Assessment
  ALC3104

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.

Advanced Courses
- Climate-Smart Conservation Workshop
  ALC3914
- Scenario Planning Toward Climate Change Adaptation
  ALC3914

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 (MOC)
  SAF4A02
- Airboat Operator Module Practical
  SAF4ANP
- DOI All Hazards Resource Advisor Basic Course
  DOI-READ-Basic-DLT-101
- Electrofishing Safety
  CSP2202
- Heavy Equipment Safety: Dump Truck
  SAF-3201
- Motorboat Operator Certificate Course (MOCC)
  SAF4102
- Non-Motorized Module (MOCC)
  SAF4NM2
- Open Water Module (MOCC)
  SAF4OW2
- River Module (MOCC)
  SAF4RM2

Intermediate Courses
- Critical Incident Stress Management (CISM) Peer Support Refresher Training
  CSP3168
- Rocket Not User Refresher
  SAF-RN61
- HAZWOPER Refresher Course
  SAF-5000R
- Scientific River Diving Safety
  SAF4200
- Critical Incident Stress Management (CISM) Peer Support Training Recertification
  WFS-CSP3168-ADV

Advanced Courses
- Motorboat Operator Instructor Certification Course (MOC)
  SAF4101/USGS-SAF-MOC
- Inland Oil Spill for DOI Response Webinar Series
  SAF4A02R
- Motorboat Operator Refresher
  SAF4862
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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