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

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.

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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

Ways you can take courses

\[ \text{NCTC CLASSROOM} \quad \text{FIELD LOCATION} \quad \text{LIVE AND ONLINE} \quad \text{ANYTIME ONLINE} \quad \text{BLENDED} \]

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).

National Conservation Training Center Course Guide

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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.

Courses-at-a-Glance

Academies

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Fisheries Academy
CSP0100

Project Leader Academy
LED0281

Realty Academy
CLM7178

Refuge Management Academy
CLM4307

Advanced Refuge Management Academy
CLM4308

Wage Grade Academy
CLM5100

https://nctc.fws.gov
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
Level I Leadership Intensive: Charting Your Leadership Journey
The Leadership Connection Program

Intermediate Courses

Emerging Dynamics in Leadership
Introduction to Team Leadership
Leading at the Speed of Trust

Advanced Courses

Advanced Leadership Development Program
Advanced Supervision: Building on Experience
Shopping Up to Leadership

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
Winning, LED6150S

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
Mentor Training: The Journey to Meeting Your Mentor
Mentoring: Getting Started with Your Mentee
Mentoring the Next Generation: Voices of Experience

Intermediate Courses

Crucial Conversations Workshop
Discover & Enhance Your Potential
Financial Foundations For Administrative Professionals
Supervisory Skills Workshop
Supervisory Young Adults in Conservation

Advanced Courses

Advanced Supervision: Building on Experience
Counseling for Supervisors, LED6153
Managing Employee Performance, OLT-105
Change Management, OLT-106

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
Managing Employee Performance, OLT-105
Supervisory Safety Skills, OLT-110
Managing Employee Performance, OLT-105
Conduct and Performance-Based Actions, OLT-107
Change Management, OLT-106
Supervisory Young Adults in Conservation, OLT-108
Performance and Leave for Supervisors, OLT-109
Supervisory Safety Skills, OLT-110
Change Management, OLT-106
Supervisory Ethics, OLT-103
Pay and Leave for Supervisors, OLT-109
Supervisory Young Adults in Conservation, OLT-108

The courses and programs are designed to enhance leadership and supervisory skills for FWS employees.
Communications

Introductory Courses
- Business Communications CLM8134
- Communicating Science—Distilling Your Message CLM8135
- Facebook for FWS Employees CLM725b (Currently Not Available)
- Social Media Overview for FWS Employees CLM725a (Currently Not Available)
- Strategic Communication for Outreach: Overview and Planning CLM8111

Intermediate Courses
- Congressional Operations Seminar OUT8193
- Critical Writing/Critical Thinking CLM8193
- Negotiation Skills for Conservation Professionals: Building a Foundation CLM8195
- Writing with Clarity CLM8201

Advanced Courses
- Congressional Operations Seminar LED9193
- Critical Writing/Critical Thinking CLM9193
- Scientific Writing for Publication: Course and Clinic CSP3482
- Strategies and Tactics for the Experienced Conservation Practitioner CLM8113

Visitor Services

Introductory Courses
- Connecting People with Nature Through Birds OUT8193
- Education Programs for Youth: School’s Out OUT8192
- Integrative Foundations CLM8240
- Teaching Youth Outdoor Skills OUT8802
- Volunteer Recruitment and Management CLM8114
- Youth Mentored Hunting and Fishing Programs OUT8805

Intermediate Courses
- Archery as an Outreach Tool OUT8193
- Building Urban Wildlife Habitats OUT8804
- Integrating Education Standards in Your Education and Outreach Programs OUT8813
- Interactive Media CLM8243
- National FWS Communications, Outreach, and Visitor Services Training Workshop CLM8252
- Recruit, Retain, Reactivate (R3) Training OUT8807

Advanced Courses
- Advanced Volunteer Management CLM8120
- Designing a Long-Term Phenology Monitoring Program OUT8809
- Planning and Evaluating Education and Outreach Programs OUT8808
- Process of Integrative Planning CLM8244
- Visitor Services Planning CLM8251

Webinars and other resources:
- Visitor Services Webinar Series
- Friends Webinar Series
- Pollinator Curriculum Webinar Series

National Conservation Training Center
Courses-at-a-Glance

https://nctc.fws.gov
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: CLM8128
- 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 Sciences Integration: CLM8228
- Strategies and Tactics for the Experienced Conservation Negotiator: CLM8136

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: ALC3145
- Developing Effective Tribal Relations: ALC3144
- Endangered Species Act (ESA) of 1973: Overview: CSP3134
- Federal Activities and the Fish and Wildlife Coordination Act (FWCA): CSP3132
- Integrating NEPA into FWS Activities: CSP3121

Intermediate Courses
- Endangered Species Recovery Planning and Implementation: CSP3137
- Habitat Conservation Planning for Endangered Species: CSP3117
- Interagency Cooperation for Endangered Species: CSP3117
- Introduction to Species Status Assessment: CSP3110
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
CLM150
Cultural Resources Overview
CLM117
Environmental Due Diligence: The Transaction Screen Process
CLM173
Land Records System
Data Entry and Reporting
CLM180
Management of Oil and Gas Activities on NWRS Lands
CLM190
National Wildlife Refuge Appropriate Use and Compatibility Determination
CLM2113
NWRS Conservation Easements
CLM137
Realty for Refuge Personnel
CLM7179

Refuge Land Policy

Refuge Improvement Act
CLM130
Habitat Management Planning
CLM2128
Refuge Comprehensive Conservation Planning
CLM101

Intermediate Courses

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 (Fundamental)
Natural Resource Management in Wilderness (Fundamentals)
Fundamentals of Managing Cultural Resources in Wilderness
Natural Resource Management in Wilderness: Threatened and Endangered Species
Natural Resource Management in Wilderness: Fish & Wildlife Inventory and Monitoring
Natural Resource Management in Wilderness: Inholdings and Rights-of-Way
Managing Special Provisions in Wilderness: Fire
Managing Special Provisions in Wilderness: Grazing
Managing Special Provisions in Wilderness: Wildlife
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 Regional Wilderness Stewardship Planning Framework
Visitor Use Management in Wilderness (Strategies)

Intermediate Courses

Visitor Use Management in Wilderness (Strategies)
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: Vegetables
Natural Resource Management in Wilderness: Aquaculture
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

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 (Fundamental)
Natural Resource Management in Wilderness (Fundamentals)
Fundamentals of Managing Cultural Resources in Wilderness
Natural Resource Management in Wilderness: Threatened and Endangered Species
Natural Resource Management in Wilderness: Fish & Wildlife Inventory and Monitoring
Natural Resource Management in Wilderness: Inholdings and Rights-of-Way
Managing Special Provisions in Wilderness: Fire
Managing Special Provisions in Wilderness: Grazing
Managing Special Provisions in Wilderness: Wildlife
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

Wilderness Training

Arthur Carhart National Wilderness Training Center

Introductory Courses

Interagency Wilderness Interpretation and Education Training, CAR2103
Visitor Use Management in Wilderness (Strategies)

Intermediate Courses

Natural Resource Management in Wilderness (Fundamentals)
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: Vegetables
Natural Resource Management in Wilderness: Aquaculture
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

Interagency Wilderness Interpretation and Education Training, CAR2103
Visitor Use Management in Wilderness (Strategies)

National Conservation Training Center
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, ALC3180

**Advanced Courses**
- Structured Decision Making Practicum, ALC3138
- Conservation Coaches Network, ALC3158
- USFWS/USGS Structured Decision Making Workshop, ALC3159

**Courses-at-a-Glance**

**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, ALC3180

**Advanced Courses**
- Structured Decision Making Practicum, ALC3138
- Conservation Coaches Network, ALC3158
- USFWS/USGS Structured Decision Making Workshop, ALC3159

**Decision Analysis Pathways**

**Level 1**
- Quantitative Decision Analysis
  - 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
  - Adaptive Management: Structured Decision Making for Recurrent Decisions, ALC3176
  - Decision Analysis: Tools, ALC3191

**Facilitative Decision Analysis**
- Introduction to Structured Decision Making, ALC3171
- Decision Analysis for Climate Change, ALC3196 (may be substituted as an online option)

**Level 2**
- Decision Analysis: Expert Elicitation and Facilitation, ALC3190
- Collaboration and Conflict Transformation in Multi-party Process, ALC3190

**Level 3**
- Choose from a series of electives

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https://nctc.fws.gov

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https://nctc.fws.gov
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.

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, CSP4201
- Statistical Modeling for Conservation, CSP4210

Advanced Courses
- Design and Analysis of Biological Monitoring, CSP4230
- Occupancy Modeling, CSP4201
- Species Distribution Modeling, CSP4220

Statistics and Modeling Pathways

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

Level 2
- Data Wrangling, CSP4200
- or Introduction to R, CSP4201

Level 3
- Statistical Modeling for Conservation, CSP4210
- Design and Analysis of Biological Monitoring, CSP4230

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.

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

Population Modeling Pathway
Build and use models with definable 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.

https://nctc.fws.gov
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.

Geospatial Technologies

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) CSP7285
- FWX Geospatial Training Workshop CSP7204
- Watershed Analysis and Hydrologic Modeling CSP7286

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

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.

Habitat Assessment, Restoration, and Management

Introductory Courses
- Applied Fluvial Geomorphology CSP7210
- Field Techniques for Invasive Plant Management CLM139
- Forest Ecology and Management CSP2110
- Hazard Analysis and Critical Control Point Planning for Invasive Species (HACCP) CSP2131
- Innovative Approaches to Wildlife/Habitat Management CSP3200
- Wetland Assessment, Restoration and Management CSP3107

Intermediate Courses
- Functional Framework for Stream Assessment and Monitoring CSP3275
- Natural Channel Design Review CSP3119
- Pesticides and Fish and Wildlife Resources CSP3119
- Rotenone and Antimycin Use in Fisheries Management CSP2113

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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Courses-at-a-Glance
Courses-at-a-Glance
Courses-at-a-Glance
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.

Habitat Restoration and Management Pathways

Level 1
- Wetland Plant Identification, CSP3107
- Fossil Techniques for Invasive Plant Management, CLM2139
- Stream Habitat Measurement Techniques, CSP2008
- Applied Fluvial Geomorphology, CSP3218
- Forest Ecology and Management, CSP2100

Level 2
- River Morphology and Applications, CSP3218
- 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

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

Intermediate Courses
- Freshwater Mussel Identification CSP1103
- Electrofishing: Sampling Advanced Practicum CSP2203
- Scientific River Diving Safety SAF4300

Advanced Courses
- Freshwater Mussel Propagation for Restoration CSP1102
- Coldwater Fish Culture CSP1100
- Principles and Techniques of Electrofishing CSP2201
- Principles and Techniques of Electrofishing CSP2201
- Fish Sampling Techniques CSP2204
- Histology and Histopathology of Aquatic Species CSP1150

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

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

### Quantitative Fisheries
Gain tools in analysis of fish and fisheries data for population assessment and evaluation of alternative 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, CSP2205

## 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 CSP101
- Basic Bird Biology CSP200
- Conservation Biology and Modeling CSP104
- Forest Ecology and Management CSP210
- Foundations of Forest Wildlife Habitat Management CSP212
- Fundamentals of Bird Banding CSP2114
- Introduction to Conservation Genetics CSP316
- Survey Methods for Frog Abnormalities on National Wildlife Refuges CSP3165

### Intermediate Courses
- Applied Conservation Genetics CSP3148
- Evaluating Acoustic Bat Surveys for ESA Compliance CSP211
- Fish Sampling Techniques CSP2204
- Principles and Techniques of Electrofishing CSP2201
- Principles and Techniques of Electrofishing CSP2206

### Advanced Courses
- Designing a Long-Term Phenology Monitoring Program OUTF10052
- Electrofishing Sampling Advanced Practicum CSP2203
- Implementing a Successful Citizen Science Effort OUTF10007

### Academies
- Ecological Adaptations
- Wilderness Training

### NCTC Course Guide
- 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.

### Webinars and other resources:
- Forest Ecology and Management Webinar Series
- Conservation Science Webinar Series CSP31800

https://nctc.fws.gov
### 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
- Climate Academy
- Climate Fundamentals for USFWS Employees

#### Intermediate Courses
- Climate-Smart Conservation
- Planning for a Changing Climate
- Climate-Smart Conservation Workshop
- Scenario-Planning Toward Climate Change Adaptation

#### Advanced Courses
- Climate Change Vulnerability Assessment
- Climate-Smart Conservation
- Planning for a Changing Climate
- Climate-Smart Conservation Workshop
- Scenario-Planning Toward Climate Change Adaptation

### 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 SAF4AKP (no longer available)
- DOI All Hazards Resource Advisor Basic Course
- DOI-READ-Basic-OIL-101
- Electrofishing Safety CSP209
- Heavy Equipment Safety: Dump Truck SAF3280
- Airboat Operator Certificate Course (MOCC) SAF4A02
- Non-Motorized Module (MOOC) SAF4NM2
- Open Water Module (MOOC) SAF4OW2
- Motorboat Operator Certificate Course (MOCC) SAF4A02
- Motorboat Operator Refresher SAF4R02
- Scientific River Diving Safety SAF4300
- Critical Incident Stress Management (CISM) Peer Support Training Recertification FWS-CSP3186-ADV

#### Intermediate Courses
- Airboat Module (ABM) Refresher Online Course SAF4A02R
- Motorboat Operator Refresher SAF4R02
- Hazardous Waste Operations and Emergency Response (HAZWOPER) Refresher Course SAF5600R
- Critical Incident Stress Management (CISM) Peer Support Training Recertification FWS-CSP3186-ADV
- Motorboat Operator Refractor Certification Course (MOCC) SAF4400/USGS-SAF-MOCC
- Scientific River Diving Safety SAF4300

### Webinars and other resources:
- Safeguarding Wildlife from Climate Change
- [https://nctc.fws.gov](https://nctc.fws.gov)
- Webinar Series

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### National Conservation Training Center Courses-at-a-Glance

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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.