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

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

Leadership Competency Development Model

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
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

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

- NCTC CLASSROOM
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- Statistics and Modeling
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- Habitat Assessment, Restoration and Management
- Aquatic Species Biology and Conservation
- Wildlife Biology and Field Techniques
- Ecological Adaptation
- Safety and Emergency Response
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

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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, LED6130
- Level 1: Leadership Intensive: Designing Your Leadership Journey, LED6241
- The Leadership Connection Program

Intermediate Courses
- Emerging Dynamics in Leadership: Emotional Intelligence, LED6155
- Introduction to Team Leadership, LED6176
- Leading at the Speed of Trust, LED6129
- Advanced Leadership Development Program, LED6167
- Advanced Supervision: Building on Experience, LED6166
- Shopping Up to Leadership, LED6172

Advanced Courses
- Advanced Leadership Development, LED6140
- The Leadership Connection—Program and/or Individual Courses, utilized by FWS employees only.

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, LED5125
- Mentor 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
- Advanced Supervision: Building on Experience, LED6166
- The Role of the Supervisor, OLT-101
- Merit Systems Principles, OLT-182
- 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
- Pay and Leave for Supervisors, OLT-109

Prerequisites for Supervisory Skills Workshop – Class prerequisites can be viewed as refresher courses.
- The Rules of the Supervision, OLT-101
- Merit Systems Principles, OLT-182
- 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-109
- Supervision of Employees, OLT-106
- Supervising Young Adults in Conservation, OLT-109

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 CLM8204
- 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**
- Crucial Conversations Workshop LED5153
- Digital Communications in Conservation Training Workshop CLM7158
- Negotiation Skills for Conservation Professionals: Building a Foundation CLM8155
- Writing with Clarity CLM8201

**Advanced Courses**
- Congressional Operations Seminar CLM8196
- Critical Writing/Critical Thinking CLM2197
- Scientific Writing for Publication: Course and Clinic CSP2182
- Strategies and Tactics for the Experienced Conservation 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 OUT8163
- Education Programs for Youth: School’s Out OUT8162
- Integrating Education Standards in Your Education and Outreach Programs OUT8103
- Interpretive Media CLM8243
- Introduction to Visitor Services CLM8140
- Teaching Youth Outdoor Skills OUT8082
- Volunteer Recruitment and Management CLM8114
- Youth Mentored Hunting and Fishing Programs OUT8165

**Intermediate Courses**
- Archery as an Outreach Tool OUT8060
- Building Urban Wildlife Habitats OUT8004
- Integrating Education Standards in Your Education and Outreach Programs OUT8103
- Interpretive Media CLM8243
- National FWS Communications, Outreach, and Visitor Services Training Workshop OUT8152
- 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 OUT8169
- Process of Interpretive Planning CLM8144
- Visitor Services Planning CLM8151

Webinars and other resources:
- Visitor Services Webinar Series
- Visitors Webinar Series
- Friends Webinar Series
Natural Conservation Training Center

Courses-at-a-Glance

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: CLM1227
- Human Dimensions Foundations of Natural Resource Conservation: CLM1228
- Partnership and Community Collaboration: Managing by Network: CLM123

Intermediate Courses
- Collaborative Conservation: Partnerships in Practice: CLM1234
- Community Connections Academy: CLM1235
- Negotiation Skills for Conservation Professionals: Building a Foundation: CLM1236

Advanced Courses
- Improving Conservation Outcomes: Building Social Capital: CLM1238
- Strategies and Tactics for the Experienced Conservation Negotiator: CLM1239

Webinars and other resources:
- Human Dimensions Foundations of Natural Resource Conservation: Broadcast: CLM1235
- Human Dimensions of Conservation: Podcasts (Digital Library)

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: ALC3146
- Endangered Species Act (ESA) of 1973 Overview: CSP3144
- 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: CLM1186
- Migratory Bird Conservation - A Trust Responsibility: CSP3102
- Natural Resources Damage Assessment and Restoration (NRDAR): CSP3111

Intermediate Courses
- Endangered Species Recovery Planning and Implementation: CSP3133
- Habitat Conservation Planning for Endangered Species: CSP3129
- Interagency Consultation for Endangered Species: CSP3148
- Introduction to Species Status Assessment: CSP3110
- Introduction to Species Status Assessment- Online: CSP3111

These courses are designed to provide the tools and knowledge necessary to effectively integrate human dimensions into conservation planning and decision-making.
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.

[Links to course pages]
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

Quantitative Decision Analysis
- Introduction to Structured Decision Making, ALC3171

Facilitative Decision Analysis
- Decision Analysis for Climate Change, ALC3196 (may be substituted as an online option)

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.

### Introductory Courses

<table>
<thead>
<tr>
<th>Conservation Biology and Modeling</th>
<th>Data Wrangling with R</th>
<th>Field Data Management using MS Access</th>
<th>Introduction to R</th>
<th>Making Sense of Biological Data with R</th>
<th>Modeling Principles for Natural Resources Management, Beginner</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSP1004</td>
<td>CSP1064</td>
<td>CSP1083</td>
<td>CSP4201</td>
<td>CSP4200</td>
<td>CSP5106a</td>
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### Intermediate Courses

<table>
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<th>Modeling for Endangered Species Management</th>
<th>Modeling Principles for Natural Resources Management, Intermediate</th>
<th>Statistical Modeling for Conservation</th>
</tr>
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<tbody>
<tr>
<td>CSP4230</td>
<td>CSP2304</td>
<td>CSP3156b</td>
<td>CSP4210</td>
</tr>
</tbody>
</table>

### Advanced Courses

<table>
<thead>
<tr>
<th>Species Distribution Modelling</th>
<th>Species Distribution Modeling &amp; Conservation Design Pathways</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSP4220</td>
<td>Modeling Principles for Natural Resources Management, Beginner</td>
</tr>
</tbody>
</table>

### Statistics and Modeling Pathways

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Status and Trend Assessment Pathway</td>
<td>Species Distribution Modelling and Conservation Design Pathway</td>
<td>Population Modeling Pathway</td>
</tr>
<tr>
<td>Making Sense of Biological Data with R, CSP4200</td>
<td>Data Wrangling, CSP4201</td>
<td>Introduction to Structured Decision Making, ALC3101</td>
</tr>
<tr>
<td>or Introduction to R, CSP4201</td>
<td></td>
<td>Fish Population Dynamics &amp; Assessment, CSP1000</td>
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<tr>
<td></td>
<td></td>
<td>Modeling Principles for Natural Resources Management, CSP3156b</td>
</tr>
</tbody>
</table>

### 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
- Data Wrangling, CSP4200
- 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) CSP7100
- Translating to ArcGIS Pro CSP7103

#### Intermediate Courses
- Creating Maps that Work CSP7203
- Field Data Collection Using ArcGIS CSP3902
- GIS Intermediate CSP7204

#### Advanced Courses
- Advanced Geospatial Topics (topics vary) CSP7305
- FWX Geospatial Training Workshop CSP7304
- Watershed Analysis and Hydrologic Modeling CSP7366

#### Webinars and other resources:
- Geospatial Skills Tutorials
  [https://training.fws.gov/courses/references/tutorials/geospatial/index.html](https://training.fws.gov/courses/references/tutorials/geospatial/index.html)
- Geospatial Webinar Series
  [https://nctc.fws.gov/topic/online-training/webinars/geospatial.html](https://nctc.fws.gov/topic/online-training/webinars/geospatial.html)
- Geospatial Training Workshop Presentations

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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.

#### Introductory Courses
- Applied Fluvial Geomorphology CSP3210
- Field Techniques for Invasive Plant Management CSP2109
- Forest Ecology and Management CSP2110
- Hazard Analysis and Critical Control Point Planning for Invasive Species (HACCP) CSP2131
- Innovative Approaches to Wildlife/Human Interactions CSP7089
- Managing Utility Rights-of-Way for Wildlife Habitat CSP7179
- Stream Habitat Measurement Techniques CSP3308
- Wetland Plant Identification CSP3107

#### Intermediate Courses
- Functional Framework for Stream Assessment and Monitoring CSP1375
- Natural Channel Design Review CSP2374
- Pesticides and Fish and Wildlife Resources CSP3119
- River Morphology and Applications CSP3318
- Rotenone and Antimycin Use in Fisheries Management CSP2113
- 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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[https://nctc.fws.gov](https://nctc.fws.gov)
**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 CSP101
- Macroinvertebrate Ecology and Identification CSP2221
- Coldwater Fish Culture CSP1100
- Freshwater Fish Culture CSP1104
- Introduction to Fish Health CSP1105
- Fish Identification CSP2220
- Ecology and Conservation of North American Crayfishes CSP1105

**Intermediate Courses**
- Freshwater Mussel Identification CSP1103
- Freshwater Bio-monitoring Using Benthic Macroinvertebrates CSP2223
- Principles and Techniques of Electrofishing CSP2001
- Principles and Techniques of Electrofishing CSP2002
- Fish Sampling Techniques CSP2224
- Histology and Histopathology of Aquatic Species CSP1106

**Advanced Courses**
- Freshwater Mussel Propagation for Restoration CSP1102
- Electrofishing Sampling Advanced Practicum CSP2223
- Scientific River Diving Safety SAF4300

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

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**Habitat Restoration and Management Pathways**

**Level 1**
- Wetland Plant Identification, CSP1107
- Field Techniques for Innovative Plant Management, CLM2139
- Stream Habitat Measurement Techniques, CSP2000
- Applied Fluvial Geomorphology, CSP2018
- Forest Ecology and Management, CSP2010
- River Morphology and Applications, CSP2108
- Wetland Assessment, Restoration and Management, CSP2106

**Level 2**
- Advanced Plant Identification: Grasses, Sedges, Rushes and Composites, CSP2109

**Level 3**
- Advanced Plant Identification: Grasses, Sedges, Rushes and Composites, CSP2109

**Habitat Restoration & Management**

Build skills in plant identification and in aquatic and upland habitat assessment, restoration and management.

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https://nctc.fws.gov

**Courses-at-a-Glance**

**Introductory Courses**
- Conservation Biology of Freshwater Mussels CSP101
- Macroinvertebrate Ecology and Identification CSP2221
- Coldwater Fish Culture CSP1100
- Freshwater Fish Culture CSP1104
- Introduction to Fish Health CSP1105
- Fish Identification CSP2220
- Ecology and Conservation of North American Crayfishes CSP1105

**Intermediate Courses**
- Freshwater Mussel Identification CSP1103
- Freshwater Bio-monitoring Using Benthic Macroinvertebrates CSP2223
- Principles and Techniques of Electrofishing CSP2001
- Principles and Techniques of Electrofishing CSP2002
- Fish Sampling Techniques CSP2224
- Histology and Histopathology of Aquatic Species CSP1106

**Advanced Courses**
- Freshwater Mussel Propagation for Restoration CSP1102
- Electrofishing Sampling Advanced Practicum CSP2223
- Scientific River Diving Safety SAF4300

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

Quantitative Fisheries
- Gain tools in analysis of fish and fisheries data for population assessment and evaluation of alternate management strategies.
- Introduction to R, CSP4281
- Introduction to Population Modeling CSP3150a or CSP3150b
- Fish Population Dynamics and Assessment, CSP2200

Fish Sampling
- Gain practical knowledge and skills in deploying gear for improved sampling data.
- Principles and Techniques of Electrofishing (on- or off-site) CSP2201 or CSP2204
- 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 CSP3148
- Basic Bird Biology CSP3110
- Conservation Biology and Modeling CSP3154
- Forest Ecology and Management CSP2110
- Foundations of Forest Wildlife Habitat Management CSP2112
- Fundamentals of Bird Banding CSP2114
- Introduction to Conservation Genetics CSP3167
- Survey Methods for Frog Abnormalities on National Wildlife Refuges CSP3165

Intermediate Courses
- Applied Conservation Genetics CSP3148
- Evaluating Acoustic Bat Surveys for ESA Compliance CSP2111
- Principles and Techniques of Electrofishing CSP2201
- Principles and Techniques of Electrofishing CSP2201

Advanced Courses
- Designing a Long-Term Phenology Monitoring Program OUT1805
- Electrofishing Sampling Advanced Practicum CSP2203
- Implementing a Successful Citizen Science Effort OUT1809

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.

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<th>Intermediate Courses</th>
<th>Advanced Courses</th>
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<td>An Overview of Climate-Smart Conservation ALC3138</td>
<td>Climate-Smart Conservation ALC3195</td>
<td>Climate Change Vulnerability Assessment ALC3184</td>
</tr>
<tr>
<td>Climate Academy ALC3192</td>
<td>Planning for a Changing Climate ALC3196</td>
<td>Climate-Smart Conservation Workshop ALC3194</td>
</tr>
<tr>
<td>Climate Fundamentals for USFWS Employees ALC3195</td>
<td>Scenario Planning Toward Climate Change Adaptation ALC3194</td>
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</tr>
</tbody>
</table>

**Webinars and other resources:** Safeguarding Wildlife from Climate Change

**https://nctc.fws.gov**

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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.

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<th>Introductory Courses</th>
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<tr>
<td>Airboat Operator Module (MOCO) SAF4A02</td>
<td>Critical Incident Stress Management (CISM) Peer Support Training Course CSP3168</td>
<td>Motorboat Operator Instructors Certification Course (MOICC) SAF4A00/USGS-SAF-MOICC</td>
</tr>
<tr>
<td>Airboat Operator Module Practical SAF4A66P (no longer available)</td>
<td>Rocket Not User Refresher SAF-RN02</td>
<td>Scientific River Diving Safety SAF4A00</td>
</tr>
<tr>
<td>DOI All Hazards Resource Advisor Basic Course DOI-READ Basic-OLT-101</td>
<td>HAZWOPER Refresher Course SAF-5000R</td>
<td>Critical Incident Stress Management (CISM) Peer Support Refresher Training FWS-CSP3168-REFRESH</td>
</tr>
<tr>
<td>Electrofishing Safety CSP2202</td>
<td>Pre-deployment Orientation Deepwater Horizon Oil Spill Response – Heat Stress SAF3752</td>
<td>Motorboat Operator Refresher SAF4A02</td>
</tr>
<tr>
<td>Heavy Equipment Safety: Dump Truck SAF201</td>
<td>Heavy Equipment Safety: Dump Truck SAF201</td>
<td>Airboat Module (ASMB) Refresher Online Course SAF44A2R</td>
</tr>
<tr>
<td>Motorboat Operator Certificate Course (MOCO) SAF4A02</td>
<td>Airboat Module (ASMB) Refresher Online Course SAF44A2R</td>
<td>Motorboat Operator Refresher SAF4B02</td>
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<td>Non-Motorized Module (MOCO) SAF4NMM2</td>
<td>Open Water Module (MOCO) SAF4FW2</td>
<td>River Module (MOCO) SAF4RM2</td>
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<td>Scenario Planning Toward Climate Change Adaptation ALC3194</td>
<td><strong>Webinars and other resources:</strong> Inland Oil Spill for DOI Response Webinar Series</td>
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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.