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

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

Academies 1
Leadership and Supervision 2
Communications 3
Visitor Services 4
Human Dimensions 5
Conservation Policy 6
Refuge Land Policy 7
Decision Analysis 8
Statistics and Modeling 10
Geospatial Technologies 12
Habitat Assessment, Restoration and Management 13
Aquatic Species Biology and Conservation 14
Wildlife Biology and Field Techniques 15
Ecological Adaptation 16
Safety and Emergency Response 17
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.

- Advanced Refuge Management Academy
  CLM4308

- Fisheries Academy
  CSP0100

- Project Leader Academy
  LED6201

- Realty Academy
  CLM7178

- Refuge Management Academy
  CLM4307

- Wage Grade Academy
  CLM5100
Leadership and Supervision

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
- Inspiring Leadership through Emotional Intelligence LED5030
- Mentee Training: The Journey to Meeting Your Mentor OUT8082
- Mentoring: Getting Started with Your Mentee OUT8081

### Intermediate Courses
- Crucial Conversations Workshop LED5153
- Discover & Enhance Your Potential LED5128
- Emerging Dynamics in Leadership LED5125
- Financial Foundations For Administrative Professionals LED5127
- Introduction to Team Leadership LED6176
- Leading at the Speed of Trust LED5029
- Supervisory Skills Workshop SUPSKILLS
- Advanced Leadership Development Program LED6078
- Advanced Supervision: Building on Experience LED6166
- Stepping Up to Leadership LED6072

### Advanced 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

Webinars and other resources:
- Mentoring the Next Generation: Voices of Experience OUT8050
- Supervising Young Adults in Conservation OUT8045
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
- Social Media Overview for FWS Employees CLM725a
- Strategic Communication for Outreach: Overview and Planning CLM8111
- Twitter for FWS Employees CLM725c

### 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

Webinars and other resources:

Communications Webinar Series
## 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).

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecting People with Nature Through Birds</td>
<td>Archery as an Outreach Tool</td>
<td>Advanced Volunteer Management</td>
</tr>
<tr>
<td>OUT8163</td>
<td>Building Urban Community Habitats with Youth</td>
<td>CLM8120</td>
</tr>
<tr>
<td>Education Programs for Youth: School’s Out</td>
<td>Integrating Education Standards in Your Education and Outreach Programs</td>
<td>OUT8052</td>
</tr>
<tr>
<td>OUT8162</td>
<td>OUT8103</td>
<td>Planning and Evaluating Education and Outreach Programs</td>
</tr>
<tr>
<td>Interpretive Foundations</td>
<td>Interpretive Media</td>
<td>Process of Interpretive Planning</td>
</tr>
<tr>
<td>CLM8240</td>
<td>CLM8243</td>
<td>CLM8244</td>
</tr>
<tr>
<td>Introduction to Visitor Services</td>
<td>National FWS Communications, Outreach, and Visitor Services Training Workshop</td>
<td>Visitor Services Planning CLM8251</td>
</tr>
<tr>
<td>CLM8140</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching Youth Outdoor Skills</td>
<td>Recruit, Retain, Reactivate (R3) Training</td>
<td></td>
</tr>
<tr>
<td>OUT8062</td>
<td>OUT8072</td>
<td></td>
</tr>
<tr>
<td>Volunteer Recruitment and Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLM8114</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth Mentored Hunting and Fishing Programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OUT8065</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Webinars and other resources:

- Visitor Services Webinar Series
- Friends Webinar Series
- Environmental Education Webinar Series
- Pollinator Curriculum Webinar Series

[https://nctc.fws.gov](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.*

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundations in Public Participation</td>
<td>Collaborative Conservation: Partnerships in Practice</td>
<td>Improving Conservation Outcomes Through Social Science Integration</td>
</tr>
<tr>
<td>CLM8227</td>
<td>CLM8124</td>
<td>CLM8228</td>
</tr>
<tr>
<td>Human Dimensions Foundations of Natural Resource Conservation</td>
<td>Community Connections Academy</td>
<td>Strategies and Tactics for the Experienced Conservation Negotiator</td>
</tr>
<tr>
<td>CLM8226</td>
<td>CLM8132</td>
<td>CLM8136</td>
</tr>
<tr>
<td>Partnership and Community Collaboration: Managing by Network</td>
<td>Negotiation Skills for Conservation Professionals: Building a Foundation</td>
<td></td>
</tr>
<tr>
<td>CLM8123</td>
<td>CLM8135</td>
<td></td>
</tr>
</tbody>
</table>

**Webinars and other resources:**

- Human Dimensions Foundations of Natural Resource Conservation Broadcast CLM8225
- 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
  - 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
- 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
- Habitat Conservation Planning for Endangered Species
  - CSP3117
- Interagency Consultation for Endangered Species
  - CSP3116
- Developing a Biological Assessment
  - CSP3153
- Endangered Species Listing and Candidate Assessment
  - CSP3115
- Endangered Species Recovery Planning and Implementation
  - CSP3173

### Advanced Courses
- Introduction to Species Status Assessment
  - CSP3910

---

[https://nctc.fws.gov](https://nctc.fws.gov)
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>CLM2150</td>
</tr>
<tr>
<td>Cultural Resources Overview</td>
<td>CLM2117</td>
</tr>
<tr>
<td>Environmental Due Diligence: The Transaction Screen Process</td>
<td>CLM7173</td>
</tr>
<tr>
<td>Land Records System Data Entry and Reporting</td>
<td>CLM7180</td>
</tr>
<tr>
<td>Management of Oil and Gas Activities on NWRS Lands</td>
<td>CLM7196</td>
</tr>
<tr>
<td>National Wildlife Refuge Appropriate Use and Compatibility Determination</td>
<td>CLM2113</td>
</tr>
<tr>
<td>NWRS Conservation Easements</td>
<td>CLM7177</td>
</tr>
<tr>
<td>Realty for Refuge Personnel</td>
<td>CLM7179</td>
</tr>
</tbody>
</table>

### Introductory Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Refuge Improvement Act</td>
<td>CLM5309</td>
</tr>
</tbody>
</table>

### Intermediate Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interagency Regional Wilderness Stewardship Training</td>
<td>CAR2102</td>
</tr>
<tr>
<td>Interagency Wilderness Interpretation &amp; Education Training</td>
<td>CAR2103</td>
</tr>
</tbody>
</table>

### Advanced Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Habitat Management Planning</td>
<td>CLM2125</td>
</tr>
<tr>
<td>Interagency National Wilderness Leadership Training</td>
<td>CAR2101</td>
</tr>
<tr>
<td>Refuge Comprehensive Conservation Planning</td>
<td>CLM2126</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  
  ALC3199
- 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 Mentees  
  ALC3160

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

https://nctc.fws.gov
# Decision Analysis Pathways

## 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

## 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 substituted as an online option)

## Level 1

<table>
<thead>
<tr>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptive Management: Structured Decision Making for Recurrent Decisions, ALC3176</td>
<td></td>
</tr>
<tr>
<td>Decision Analysis: Tools, ALC3191</td>
<td></td>
</tr>
<tr>
<td>Choose from a series of electives, see (website link)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negotiation Skills for Conservation Professionals: Building a Foundation, CLM8135</td>
</tr>
<tr>
<td>Structured Decision Making Workshop: Observers and Mentees, ALC3160</td>
</tr>
<tr>
<td>Choose from a series of electives, see (website link)</td>
</tr>
</tbody>
</table>

* Project-based, by invitation only
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.

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservation Biology and Modeling</td>
<td>Fish Population Dynamics and Assessment</td>
<td>Conservation Area Design using Marxan</td>
</tr>
<tr>
<td>CSP1104</td>
<td>CSP2300</td>
<td>CSP4250</td>
</tr>
<tr>
<td>Data Wrangling with R</td>
<td>Modeling for Endangered Species Management</td>
<td>Design and Analysis of Biological Monitoring</td>
</tr>
<tr>
<td>CSP1004</td>
<td>CSP2304</td>
<td>CSP4230</td>
</tr>
<tr>
<td>Field Data Management using MS Access</td>
<td>Modeling Principles for Natural Resources Management, Intermediate</td>
<td></td>
</tr>
<tr>
<td>CSP1003</td>
<td>CSP3156b</td>
<td>CSP4141</td>
</tr>
<tr>
<td>Making Sense of Biological Data with R</td>
<td>Statistical Modeling for Conservation</td>
<td>Species Distribution Modeling</td>
</tr>
<tr>
<td>CSP4200</td>
<td>CSP4210</td>
<td>CSP4220</td>
</tr>
<tr>
<td>Modeling Principles for Natural Resources Management, Beginner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CSP3156a</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

### 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
- GIS Introduction, CSP7100 (ArcMap10.x) or CSP7102 (GIS Pro)

### 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

### Level 2
- Statistical Modeling for Conservation, CSP4210
- GIS Intermediate, CSP7204
- Fish Population Dynamics & Assessment, CSP2300
- Modeling for Endangered Species Management, CSP2304

### Level 3
- Design and Analysis of Biological Monitoring, CSP4230
- Species Distribution Modeling, CSP4220
- Conservation Area Design using Marxan, CSP4250
- Occupancy Modeling, CSP4141
- Modeling Principles for Natural Resources Management, *Intermediate*, CSP3156b
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.

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>GIS Introduction (ArcGIS Pro) CSP7102</td>
<td>Creating Maps that Work CSP7205</td>
<td>Advanced Geospatial Topics (topics vary) CSP7305</td>
</tr>
<tr>
<td>Transitioning to ArcGIS Pro CSP7103</td>
<td>Field Data Collection Using ArcGIS CSP7301</td>
<td>FWS Geospatial Training Workshop CSP7304</td>
</tr>
<tr>
<td></td>
<td>GIS Intermediate CSP7204</td>
<td>Watershed Analysis and Hydrologic Modeling CSP7306</td>
</tr>
</tbody>
</table>

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
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

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Fluvial Geomorphology</td>
<td>CSP3210</td>
</tr>
<tr>
<td>Field Techniques for Invasive Plant Management</td>
<td>CLM2139</td>
</tr>
<tr>
<td>Forest Ecology and Management</td>
<td>CSP2110</td>
</tr>
<tr>
<td>Hazard Analysis and Critical Control Point Planning for Invasive Species</td>
<td>CSP2131</td>
</tr>
<tr>
<td>Innovative Approaches to Wildlife/Highway Interactions</td>
<td>CSP7089</td>
</tr>
<tr>
<td>Managing Utility Rights-of-Way for Wildlife Habitat</td>
<td>CSP7179</td>
</tr>
<tr>
<td>Stream Habitat Measurement Techniques</td>
<td>CSP3200</td>
</tr>
<tr>
<td>Wetland Plant Identification</td>
<td>CSP3107</td>
</tr>
</tbody>
</table>

### Introductory Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wetland Restoration and Enhancement</td>
<td>CSP3105</td>
</tr>
</tbody>
</table>

### Intermediate Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Framework for Stream Assessment and Monitoring</td>
<td>CSP3275</td>
</tr>
<tr>
<td>Natural Channel Design Review</td>
<td>CSP3174</td>
</tr>
<tr>
<td>Pesticides and Fish and Wildlife Resources</td>
<td>CSP3119</td>
</tr>
<tr>
<td>River Morphology and Applications</td>
<td>CSP3310</td>
</tr>
<tr>
<td>Rotenone and Antimycin Use in Fisheries Management</td>
<td>CSP2123</td>
</tr>
<tr>
<td>Wetland Assessment, Restoration and Management</td>
<td>CSP3106</td>
</tr>
</tbody>
</table>

### Advanced Courses

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Plant Identification: Grasses, Sedges, Rushes and Composites</td>
<td>CSP3130</td>
</tr>
<tr>
<td>Hazard Analysis and Critical Control Point Planning for Invasive Species</td>
<td>CSP2133</td>
</tr>
</tbody>
</table>

### Webinars and other resources:

- Restoration Webinar Series
  - CSP3904

[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.*

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservation Biology of Freshwater Mussels CSP1101</td>
<td>Freshwater Mussel Identification CSP1103</td>
<td>Freshwater Mussel Propagation for Restoration CSP1102</td>
</tr>
<tr>
<td>Macroinvertebrate Ecology and Identification CSP2221</td>
<td>Freshwater Biomonitoring Using Benthic Macroinvertebrates CSP2323</td>
<td>Electrofishing Sampling Advanced Practicum CSP2203</td>
</tr>
<tr>
<td>Coldwater Fish Culture CSP1100</td>
<td>Principles and Techniques of Electrofishing CSP2201</td>
<td></td>
</tr>
<tr>
<td>Freshwater Fish Culture CSP1140</td>
<td>Principles and Techniques of Electrofishing CSP2C01</td>
<td></td>
</tr>
<tr>
<td>Introduction to Fish Health CSP1150</td>
<td>Fish Sampling Techniques CSP2204</td>
<td></td>
</tr>
<tr>
<td>Fish Identification CSP2220</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ecology and Conservation of North American Crayfishes CSP1105</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

https://nctc.fws.gov
### Introductory Courses

- **Applied Landscape-Scale Conservation Biology**
  - CSP2101
- **Basic Bird Biology**
  - CSP2100
- **Conservation Biology and Modeling**
  - CSP1104
- **Forest Ecology and Management**
  - CSP2110
- **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:

- **Advanced Topics in Conservation Genetics Webinar Series**
  - CSP1221
- **Conservation Science Webinar Series**
  - CSP3900

---

*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.*
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.

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>An Overview of Climate-Smart Conservation</td>
<td>Climate-Smart Conservation</td>
<td>Climate Change Vulnerability Assessment</td>
</tr>
<tr>
<td>ALC3139</td>
<td>ALC3195</td>
<td>ALC3184</td>
</tr>
<tr>
<td>Climate Academy</td>
<td>Planning for a Changing Climate</td>
<td>Climate-Smart Conservation Workshop</td>
</tr>
<tr>
<td>ALC3193</td>
<td>ALC3916</td>
<td>ALC3914</td>
</tr>
<tr>
<td>Climate Fundamentals for USFWS Employees</td>
<td></td>
<td>Scenario Planning Toward Climate Change</td>
</tr>
<tr>
<td>ALC3915</td>
<td></td>
<td>Adaptation</td>
</tr>
</tbody>
</table>

Webinars and other resources:

Safeguarding Wildlife from Climate Change

https://nctc.fws.gov
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
- **DOI All Hazards Resource Advisor Basic Course** DOI-READ-Basic-OLT-101
- **Electrofishing Safety** CSP2202
- **Motorboat Operator Certificate Course (MOCC)** SAF4102
- **Non-Motorized Module (MOCC)** SAF4NM2
- **Open Water Module (MOCC)** SAF4OW2
- **River Module (MOCC)** SAF4RM2
- **Rocket Net User Training Course** SAF-RN01
- **Inland Oil Spill Response for DOI** CSP3129
- **Pre-deployment Orientation Deepwater Horizon Oil Spill Response** CSP3123
- **Pre-deployment Orientation Deepwater Horizon Oil Spill Response—Heat Stress** CSP3122

### Intermediate Courses

- **Motorboat Operator Refresher** SAF4R02
- **Motorboat Operator Refresher—Practical** SAF4R02P
- **Rocket Net User Refresher** SAF-RN02

### Advanced Courses

- **Motorboat Operator Instructor Certification Course (MOICC)** SAF4101/USGS-SAF-MOICC
- **Scientific River Diving Safety** SAF4300
NCTC provides exemplary training and professional development tailored to support Service employees and conservation partners in accomplishing the agency’s mission.

April 2019