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.”

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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 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

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
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.

<table>
<thead>
<tr>
<th>Academy</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Refuge Management Academy</td>
<td>CLM4308</td>
</tr>
<tr>
<td>Fisheries Academy</td>
<td>CSP0100</td>
</tr>
<tr>
<td>Project Leader Academy</td>
<td>LED6201</td>
</tr>
<tr>
<td>Realty Academy</td>
<td>CLM7178</td>
</tr>
<tr>
<td>Refuge Management Academy</td>
<td>CLM4307</td>
</tr>
<tr>
<td>Wage Grade Academy</td>
<td>CLM5100</td>
</tr>
</tbody>
</table>

https://nctc.fws.gov
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 Courses

- Advanced Leadership Development Program LED6078
- Advanced Supervision: Building on Experience LED6166
- Stepping Up to Leadership LED6072
- 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

https://nctc.fws.gov
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.

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Communications CLM8134</td>
<td>Crucial Conversations Workshop LED5153</td>
<td>Congressional Operations Seminar CLM8196</td>
</tr>
<tr>
<td>Communicating Science—Distilling Your Message CLM8204</td>
<td>Digital Communications in Conservation Training Workshop CLM7158</td>
<td>Critical Writing/Critical Thinking CLM3167</td>
</tr>
<tr>
<td>Facebook for FWS Employees CLM725b</td>
<td>Negotiation Skills for Conservation Professionals: Building a Foundation CLM8135</td>
<td>Scientific Writing for Publication: Course and Clinic CSP3182</td>
</tr>
<tr>
<td>Social Media Overview for FWS Employees CLM725a</td>
<td>Writing with Clarity CLM8201</td>
<td>Strategies and Tactics for the Experienced Conservation Negotiator CLM8136</td>
</tr>
<tr>
<td>Strategic Communication for Outreach: Overview and Planning CLM8111</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Twitter for FWS Employees CLM725c</td>
<td></td>
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</tr>
</tbody>
</table>
Visitor Services

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

### Introductory Courses
- Connecting People with Nature Through Birds
  - OUT8163
- Education Programs for Youth: School’s Out
  - OUT8162
- Interpretive Foundations
  - CLM8240
- Introduction to Visitor Services
  - CLM8140
- Teaching Youth Outdoor Skills
  - OUT8062
- Volunteer Recruitment and Management
  - CLM8114
- Youth Mentored Hunting and Fishing Programs
  - OUT8065

### Intermediate Courses
- Archery as an Outreach Tool
  - OUT8061
- Building Urban Community Habitats with Youth
  - OUT8064
- Integrating Education Standards in Your Education and Outreach Programs
  - OUT8103
- Interpretive Media
  - CLM8243
- Planning and Evaluating Education and Outreach Programs
  - OUT8068
- Recruit, Retain, Reactivate (R3) Training
  - OUT8072

### Advanced Courses
- Advanced Volunteer Management
  - CLM8120
- Designing a Long-Term Phenology Monitoring Program
  - OUT8052
- Process of Interpretive Planning
  - CLM8244
- Visitor Services Planning
  - CLM8251

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

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

https://nctc.fws.gov
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
- Endangered Species Listing and Candidate Assessment: CSP3115
- Endangered Species Recovery Planning and Implementation: CSP3173
- Introduction to Species Status Assessment: CSP3910

### Advanced Courses

- Developing a Biological Assessment: CSP3153
- Endangered Species Listing and Candidate Assessment: CSP3115
- Development of a Conservation Agreement: ALC3125
- Endangered Species Recovery Planning and Implementation: CSP3173

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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.

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Introductory Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building a Strong NWRS Biological Program</td>
<td>Refuge Improvement Act</td>
<td>Habitat Management Planning</td>
</tr>
<tr>
<td>CLM2150</td>
<td>CLM5309</td>
<td>CLM2125</td>
</tr>
<tr>
<td>Cultural Resources Overview</td>
<td></td>
<td>Interagency National Wilderness</td>
</tr>
<tr>
<td>CLM2117</td>
<td></td>
<td>Leadership Training CAR2101</td>
</tr>
<tr>
<td>Environmental Due Diligence:</td>
<td>Intermediate Courses</td>
<td>Refuge Comprehensive Conservation Planning</td>
</tr>
<tr>
<td>The Transaction Screen Process</td>
<td></td>
<td>CLM2126</td>
</tr>
<tr>
<td>CLM7173</td>
<td>Interagency Regional Wilderness Stewardship</td>
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<tr>
<td>Land Records System</td>
<td>Training CAR2102</td>
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</tr>
<tr>
<td>Data Entry and Reporting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLM7180</td>
<td>Interagency Wilderness Interpretation &amp;</td>
<td></td>
</tr>
<tr>
<td>Management of Oil and Gas Activities on</td>
<td>Education Training CAR2103</td>
<td></td>
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<tr>
<td>NWRS Lands</td>
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<tr>
<td>CLM7196</td>
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</tr>
<tr>
<td>National Wildlife Refuge Appropriate Use</td>
<td></td>
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<tr>
<td>and Compatibility Determination</td>
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<tr>
<td>CLM2113</td>
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<tr>
<td>NWRS Conservation Easements</td>
<td></td>
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<tr>
<td>CLM7177</td>
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<tr>
<td>Realty for Refuge Personnel</td>
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<tr>
<td>CLM7179</td>
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</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.*

<table>
<thead>
<tr>
<th>Introductory Courses</th>
<th>Intermediate Courses</th>
<th>Advanced Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALC3183</td>
<td>ALC3176</td>
<td>ALC3138</td>
</tr>
<tr>
<td>Collaboration and Conflict Transformation in Multi-Party Processes</td>
<td>Decision Analysis: Elicitation and Facilitation</td>
<td>Conservation Coaches Network</td>
</tr>
<tr>
<td>ALC3199</td>
<td>ALC3190</td>
<td>ALC3158</td>
</tr>
<tr>
<td>Decision Analysis for Climate Change</td>
<td>Decision Analysis: Tools</td>
<td>USFWS/USGS Structured Decision Making Workshop</td>
</tr>
<tr>
<td>ALC3196</td>
<td>ALC3191</td>
<td>ALC3159</td>
</tr>
<tr>
<td>Introduction to Structured Decision Making</td>
<td>Structured Decision Making Workshop: Observers and Mentees</td>
<td></td>
</tr>
<tr>
<td>ALC3171</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Standards for the Practice of Conservation</td>
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<td></td>
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<tr>
<td>ALC3128</td>
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</tr>
</tbody>
</table>

[https://nctc.fws.gov](https://nctc.fws.gov)
## Decision Analysis Pathways

<table>
<thead>
<tr>
<th>Quantitative Decision Analysis</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Builds basic skills in decision theory and the use of analytical tools to support the decision analysis process.</td>
<td>■ Introduction to Structured Decision Making*, ALC3171</td>
<td>■ Adaptive Management: Structured Decision Making for Recurrent Decisions, ALC3176</td>
<td>Choose from a series of electives, see (website link)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>■ Decision Analysis: Tools, ALC3191</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Facilitative Decision Analysis</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Builds basic skills in decision theory with a focus on facilitating decision analysis.</td>
<td>■ Introduction to Structured Decision Making*, ALC3171</td>
<td>■ Negotiation Skills for Conservation Professionals: Building a Foundation, CLM8135</td>
</tr>
<tr>
<td></td>
<td>■ (Decision Analysis for Climate Change, ALC3196 may be substituted as an online option)</td>
<td>■ Structured Decision Making Workshop: Observers and Mentees, ALC3160</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.*

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

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

## Advanced Courses
- Conservation Area Design using Marxan
  - CSP4250
- Design and Analysis of Biological Monitoring
  - CSP4230
- Occupancy Modeling
  - CSP4141
- Species Distribution Modeling
  - CSP4220

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https://nctc.fws.gov
# Statistics and Modeling Pathways

<table>
<thead>
<tr>
<th>Status and Trend Assessment Pathway</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Builds abilities to develop efficient sampling designs and perform analyses to estimate population attributes (e.g., abundance) at a location and over time.</td>
<td>Making Sense of Biological Data with R, CSP4200</td>
<td>Statistical Modeling for Conservation, CSP4210</td>
<td>Design and Analysis of Biological Monitoring, CSP4230</td>
</tr>
<tr>
<td></td>
<td>Data Wrangling, CSP1400</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Species Distribution Modeling and Conservation Design Pathway</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Builds skills to develop and/or implement models identifying species-habitat relationships and important conservation areas.</td>
<td>Data Wrangling, CSP1400</td>
<td>Statistical Modeling for Conservation, CSP4210</td>
<td>Species Distribution Modeling, CSP4220</td>
</tr>
<tr>
<td></td>
<td>Making Sense of Biological Data with R, CSP4200</td>
<td></td>
<td>Conservation Area Design using Marxan, CSP4250</td>
</tr>
<tr>
<td></td>
<td>GIS Introduction, CSP7100 (ArcMap10.x) or CSP7102 (GIS Pro)</td>
<td>GIS Intermediate, CSP7204</td>
<td>Occupancy Modeling, CSP4141</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Population Modeling Pathway</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Build and use models with defensible results to integrate modeling into management decision processes.</td>
<td>Introduction to Structured Decision Making, ALC3171</td>
<td>Fish Population Dynamics &amp; Assessment, CSP2300</td>
<td>Modeling Principles for Natural Resources Management, Intermediate, CSP3156b</td>
</tr>
<tr>
<td></td>
<td>Modeling Principles for Natural Resources Management, Beginner, CSP3156a</td>
<td>Modeling for Endangered Species Management, CSP2304</td>
<td></td>
</tr>
</tbody>
</table>
Geospatial Technologies

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

### Introductory Courses
- GIS Introduction (ArcGIS Pro) CSP7102
- Transitioning to ArcGIS Pro CSP7103

### Intermediate Courses
- Creating Maps that Work CSP7205
- Field Data Collection Using ArcGIS CSP7301
- GIS Intermediate CSP7204

### Advanced Courses
- Advanced Geospatial Topics (topics vary) CSP7305
- FWS Geospatial Training Workshop CSP7304
- Watershed Analysis and Hydrologic Modeling CSP7306

**Webinars and other resources:**

**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 CLM2139
- Forest Ecology and Management CSP2110
- Hazard Analysis and Critical Control Point Planning for Invasive Species (HACCP) CSP2131
- Innovative Approaches to Wildlife/Highway Interactions CSP7089
- Managing Utility Rights-of-Way for Wildlife Habitat CSP7179
- Stream Habitat Measurement Techniques CSP3200
- Wetland Plant Identification CSP3107
- Wetland Restoration and Enhancement CSP3105

### Intermediate Courses
- Functional Framework for Stream Assessment and Monitoring CSP3275
- Natural Channel Design Review CSP3174
- Pesticides and Fish and Wildlife Resources CSP3119
- River Morphology and Applications CSP3310
- Rotenone and Antimycin Use in Fisheries Management CSP2123
- 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

[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>
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<tr>
<td>Fish Identification CSP2220</td>
<td></td>
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</tr>
<tr>
<td>Ecology and Conservation of North American Crayfishes CSP1105</td>
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</tr>
</tbody>
</table>

https://nctc.fws.gov
# 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

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSP2101</td>
<td>Applied Landscape-Scale Conservation Biology</td>
</tr>
<tr>
<td>CSP2100</td>
<td>Basic Bird Biology</td>
</tr>
<tr>
<td>CSP1104</td>
<td>Conservation Biology and Modeling</td>
</tr>
<tr>
<td>CSP2110</td>
<td>Forest Ecology and Management</td>
</tr>
<tr>
<td>CSP2114</td>
<td>Fundamentals of Bird Banding</td>
</tr>
<tr>
<td>CSP3157</td>
<td>Introduction to Conservation Genetics</td>
</tr>
<tr>
<td>CSP3155</td>
<td>Survey Methods for Frog Abnormalities on National Wildlife Refuges</td>
</tr>
</tbody>
</table>

## Intermediate Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSP3148</td>
<td>Applied Conservation Genetics</td>
</tr>
<tr>
<td>CSP2111</td>
<td>Evaluating Acoustic Bat Surveys for ESA Compliance</td>
</tr>
<tr>
<td>CSP2204</td>
<td>Fish Sampling Techniques</td>
</tr>
<tr>
<td>CSP2201</td>
<td>Principles and Techniques of Electrofishing</td>
</tr>
<tr>
<td>CSP2C01</td>
<td>Principles and Techniques of Electrofishing</td>
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</tbody>
</table>

## Advanced Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>OUT8052</td>
<td>Designing a Long-Term Phenology Monitoring Program</td>
</tr>
<tr>
<td>CSP2203</td>
<td>Electrofishing Sampling Advanced Practicum</td>
</tr>
<tr>
<td>OUT8067</td>
<td>Implementing a Successful Citizen Science Effort</td>
</tr>
</tbody>
</table>

## Webinars and other resources:

- Advanced Topics in Conservation Genetics Webinar Series
  - CSP1221

- Conservation Science Webinar Series
  - CSP3900

[https://nctc.fws.gov](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
  - ALC3139
- Climate Academy
  - ALC3193
- Climate Fundamentals for USFWS Employees
  - ALC3915

### Intermediate Courses

- Climate-Smart Conservation
  - ALC3195
  - Planning for a Changing Climate
  - ALC3916

### Advanced Courses

- Climate Change Vulnerability Assessment
  - ALC3184
- Climate-Smart Conservation Workshop
  - ALC3914
- Scenario Planning Toward Climate Change Adaptation
  - ALC3194

Webinars and other resources:

- Safeguarding Wildlife from Climate Change

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

Introductory Courses

- 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

https://nctc.fws.gov
NCTC provides exemplary training and professional development tailored to support Service employees and conservation partners in accomplishing the agency’s mission.