



## Enhancing Workforce Climate Literacy

### Background

Building a workforce that is literate about climate change effects and response options is fundamental to ensure that managers can address climate change as part of routine operations. The Climate Change Response Program (CCRP) has made it a priority to create the climate change content and tools NPS staff need to include this topic into daily work routines. In 2011, the CCRP conducted an agency-wide needs assessment to identify the training most desired by staff and the most effective delivery mechanisms. The highest priority needs that emerged from this analysis were to design content to fit into existing curricula and training programs rather than solely focusing on separate, stand-alone training. A priority has also been given to communication technology, such as video and online training platforms to enable larger numbers of people to benefit from training resources and materials.

The climate change training products available now are the result of effective partnerships with the NPS training managers and career fields through the Learning and Development program as well as collaborations with field staff who are leaders on this topic. More information on each training can be found on our intranet site:

[www1.nrintra.nps.gov/climatechange/training.cfm](http://www1.nrintra.nps.gov/climatechange/training.cfm)

### Training Modules and Tools

#### Interpretation and Education

A full curriculum teaches the knowledge, skills and abilities that front line interpreters need to actively engage the public on climate change in national parks. Taught twice a year as a virtual classroom course, it covers an overview of climate science in national parks, audience perspectives, and effective engagement techniques. The curriculum is also available as 4 online modules that can be taken as a self-study course at the learners convenience.

#### Superintendent Leadership Series

Working with the New Superintendents Academy a climate change leadership series provides a unique opportunity to hear about real climate change challenges directly from current superintendents. The series showcases useful resources, tools, management responses, lessons learned, and discussion among fellow managers. Over the course of the series, participants also develop their own park-based case study to explore how climate change challenges and solutions apply to their individual park. This series is available to superintendents and deputy superintendents.

#### Training Videos

Fourteen place-based climate change videos are available online to enhance literacy and explore management actions on topics such as sea level rise, glacial melting, and species shift.

[www.nps.gov/subjects/climatechange/photosmultimedia.htm](http://www.nps.gov/subjects/climatechange/photosmultimedia.htm)



**To be effective leaders in climate change it is imperative to develop the content and tools staff need to incorporate climate change response into all aspects of NPS operations. NPS photo, rangers at Governors Island NM.**

#### External Partners

The NPS also engages with a larger communication and training community consisting of other federal agencies, universities and partners to share training content and tools. Examples include:

- Climate Academy hosted by the US Fish & Wildlife Service is a 5-week online course designed to cover the fundamentals of climate science, provide tools for climate adaptation, and increase skill in climate change communication.
- Climate-Smart Conservation provides guidance in how to craft climate-informed conservation goals, incorporate information from vulnerability assessments and deal with uncertainty, manage for change and not just persistence, and integrate adaptation into ongoing work.

#### Upcoming Training for Resource Specialists

In conjunction with the Natural Resource Career Field academy an online module is being developed for the field-level resource specialist. This module will help staff begin to identify the climate change questions for study in their park, prepare adaptation and planning options, and explore the benefits of citizen science. It will be available Fall 2014.

### More Information

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