

Course Catalog

Career Academy for Natural Resources

The Career Academy for Natural Resources will enhance professional and organizational excellence by providing tools of the trade:

- Support professional development that underlines scientific capacity, teamwork collaboration and innovation as leaders of resource stewardship and protected area management.
- Develop employees informed by scientific and scholarly research, and traditional ecological knowledge, who will manage NPS resources emphasizing resiliency, connectivity at landscape scales, and life-cycle stewardship.
- Empower managers with resource stewardship decision making capacity that will be explicitly based upon best available sound science and scholarship, accurate fidelity to the law, and long –term public interest.
- Build a community of professionals dedicated to helping each other grow, network, and become leaders in their field.

Development efforts to date have focused on creating the Foundational Series, designed to help employees achieve the natural resource competencies at the entry/developmental level. These courses may also benefit natural resource professionals at any level who are new to the National Park Service. Interdisciplinary opportunities are key to increase capacity for resource stewardship.

The Foundational Series is made up of seven modules:

- Orientation and Development: Natural Resources and Science
- Interdisciplinary Resource Protection and Law
- Natural Resource Program and Project Management
- Collaboration for Effective Teams and Partnerships
- Implementing Park Science
- Your Role in Park Planning
- Speaking for the Resource: Communication Skills



Natural resource employees may need additional, specialized training, depending on their position and duty station. These Position-related Electives may be relevant at any stage of one's career. Other classes will be added to the catalog in the future.

Contents

Foundational Series of the Career Academy for Natural Resources

Module 1: Orientation and Development: Natural Resources & Science	4
Introduction to the Career Academy for Natural Resources.....	4
Orientation to National Park Service Natural Resource Management	4
Air Resources in National Parks	4
Introduction to Climate Change in National Parks	5
Module 2: Interdisciplinary Resource Protection and Law	5
Introduction to the Incident Command System	5
Interdisciplinary Resource Protection and Law.....	5
Module 3: Natural Resource Program and Project Management.....	6
Understanding the Federal Budget Process.....	6
IPPM - Introduction to Great National Park.....	6
IPPM – Tools for Identifying the Need	6
Introduction to Park Program Management	6
Foundations of Strategic Planning.....	6
NPS Budget and Workforce Planning Toolkit	7
Module 4: Collaboration for Effective Teams and Partnerships.....	7
Module 5: Implementing Park Science	7
Introduction to Implementing Science in National Parks	7
Natural Resource Decision Making in a Changing Environment	8
Scientific Integrity	8
Module 6: Your Role in Park Planning.....	9
Introduction to the National Environmental Policy Act (NEPA).....	9
NPS NEPA Handbook Fundamentals.....	9
The Basics of Compliance with NEPA and Section 106.....	9
Introduction to the Planning, Environment and Public Comment System (PEPC)	10
NPS-Introduction to PEPC (Planning, Environment and Public Comment).....	10
NPS-Managing Projects with PEPC	10
Foundations of Strategic Planning.....	10
Module 7: Speaking for the Resource: Communication Skills.....	11
Science Communication Workshop for Natural Resource Professionals (3-day class).....	11
Science Communication Workshop for Natural Resource Professionals (2-day condensed class).....	11
Scientific Writing Resource Duke University.....	11
Writing in the Sciences Stanford University.....	12
Position-related Electives	
Air Resources.....	13
Air and Visual Resources Training	13
Air Resources in National Parks	13

Climate Change	13
Introduction to Climate Change in National Parks	13
Climate Fundamentals Academy Workshops.....	13
Climate Strategies Forum.....	14
Communication	15
Exploring Facilitated Dialogue as a Civic Engagement Tool in Natural Resource Planning.....	15
Decision Analysis	15
National Conservation Training Center Decision Analysis Training Program	15
Integrated Pest Management	16
Orientation to National Park Service Integrated Pest Management (IPM) Policy.....	16
Integrated Pest Management Principles.....	16
Inventory and Monitoring	16
Inventory & Monitoring Data Management Training.....	16
Inventory & Monitoring Program Manager Training.....	16
National Environmental Policy Act (NEPA)	17
Introduction to the National Environmental Policy Act (NEPA)	17
NPS NEPA Handbook Fundamentals	17
Advanced NEPA Topics: Blending Compliance Laws & Cumulative Impact Analysis	17
NEPA Topics: Blending Compliance Laws and Cumulative Impact Analysis- Virtual	18
The Basics of Compliance with NEPA and Section 106.....	18
Planning, Environment and Public Comment System (PEPC)	18
Introduction to the Planning, Environment and Public Comment System (PEPC)	18
Introduction to PEPC Administration	19
NPS-Introduction to PEPC (Planning, Environment and Public Comment).....	19
NPS-Managing Projects with PEPC	19
NPS-Performing Compliance with PEPC.....	19
NPS-PEPC Administrative Features.....	19
NPS-Public Comment and PEPC	19
Water Resources	20
Aquarius Time Series Data Management Software Training	20
Water Resources Policy and Management Operations	20
Wilderness	20
Arthur Carhart National Wilderness Training Center Online Courses.....	20

Visit the NRS Training web page for more information about the [Career Academy for Natural Resources](#) and [courses in this catalog](#).

Foundational Series of the Career Academy for Natural Resources

Module 1: Orientation and Development: Natural Resources & Science



Introduction to the Career Academy for Natural Resources

This on-line course orients students to a natural resource management and science career path. It explains the role of the natural resource professional within the National Park Service, and introduces the concepts of ethical conduct, scientific integrity, interdisciplinary networks and building and maintaining professional credibility. Students address their professional development by exploring ways to design and implement professional development plans.

Target Audience:

- Natural resource professionals at the entry/developmental level
- Natural resource professionals at any level who are new to the NPS

Orientation to National Park Service Natural Resource Management

This on-line course outlines the evolution of the natural resource stewardship philosophy of the National Park Service. It identifies laws, policies and legal authorities that govern natural resource management, and introduces foundational concepts and tools for science-based management; the importance of interdisciplinary collaboration; and fundamentals of natural resource leadership. It concludes with a simple case study which provides learners with the opportunity to apply the course material by responding to a threat to a park resource.

Target Audience:

- Natural resource professionals at the entry/developmental level
- Natural resource professionals at any level who are new to the NPS
- Employees from any career field who are interested in learning more about natural resource management

Prerequisites

- Natural resource professionals: *Introduction to the Career Academy for Natural Resources*
- Other career fields: None

Air Resources in National Parks

This on-line course provides a basic understanding of what air resources are; why they are important; and the laws, regulations, and policies that guide and govern their management. The course also introduces the science of air pollution, air quality monitoring, visual resource management, and some of the air-related issues faced by parks throughout the service, including several case studies. It provides learners with resources to explore air quality and management issues at their own unit, and sources for more in-depth information and assistance in dealing with specific problems.

Target Audience:

- Employees from any career field who are interested in learning more about air resources and how they are managed by the National Park Service

Introduction to Climate Change in National Parks

In this on-line course, students learn the basic science of climate change; become familiar with policies, programs and partnerships that guide and support climate change response and science; and explore case studies highlighting ways that the changing climate is impacting park resources. The course also introduces the principles park managers are using to assess, adapt to and plan for changing conditions. It provides learners with sources for more in-depth information and assistance in dealing with specific problems.

Target Audience:

- Employees from any career field who are interested in learning more about climate change and how it affects resource management in the National Park Service

Module 2: Interdisciplinary Resource Protection and Law



Introduction to the Incident Command System

This on-line course provides training on and resources for personnel who require a basic understanding of the Incident Command System (ICS). It introduces the Incident Command System (ICS) and provides the foundation for higher level ICS training. Students will become familiar with the history, features and principles, and organizational structure of the Incident Command System. The course also explains the relationship between ICS and the National Incident Management System (NIMS).

Target Audience:

- Persons involved with emergency planning, and response or recovery efforts

Interdisciplinary Resource Protection and Law

This forty-hour instructor-led course provides employees with a solid understanding of the resource mission of the NPS and the primary laws, legal authorities, case law interpretation, and policies used to protect park resources. Participants will also receive instruction in the functions and roles that contribute to effective interdisciplinary group work and practice these skills through resource protection case studies.

Target Audience:

- Commissioned employees, interpreters in resource education and public information, resource management discipline specialists, and facility management employees who will work in interdisciplinary teams.
- Employees from other disciplines will be considered on a space-available basis.

Prerequisites

- *Introduction to the Incident Command System* or ICS experience
- Orientation to National Park Service Natural Resource Management
- NPS Fundamentals is recommended, but not required

Module 3: Natural Resource Program and Project Management



Understanding the Federal Budget Process

This on-line course provides an introduction to the federal budget cycle and the role the National Park Service, the Department of the Interior and Congress have in establishing appropriated funding.

Target Audience:

- All NPS employees

IPPM - Introduction to Great National Park

The on-line course introduces the natural, cultural, historical characteristics, operations and facilities and staff of Great National Park, a fictitious national park that is used for learning activities in the classroom session of *Introduction to Park Program Management (IPPM)*.

Target Audience:

- Employees attending *Introduction to Park Program Management*

IPPM – Tools for Identifying the Need

This on-line course provides an overview of the NPS systems that can be used to establish budget requests for parks/programs.

Target Audience:

- Any NPS employee needing to understand how to use NPS systems to inform a budget request

Introduction to Park Program Management

This interdisciplinary classroom course provides an introduction to analyzing and accomplishing work, techniques for planning and organizing work, management and accountability of funds, and evaluation of results. Upon completion, participants will have a thorough understanding of the relationships between resources, the park mission and the planning, programming and standards for all activities.

Target Audience:

- Superintendents, managers, division chiefs, first-line supervisors and program managers with budget and programming responsibilities in all disciplines. Priority given to those with limited budget training.

Prerequisites:

- *Understanding the Federal Budget Process*
- *IPPM - Introduction to Great National Park*
- *IPPM - Tools for Identifying the Need*

Foundations of Strategic Planning

This on-line course provides an introduction to strategic planning. It describes a process for developing goals and objectives to meet mission and vision for a program.

Target Audience:

- Any NPS employee leading a program area at the park or unit

NPS Budget and Workforce Planning Toolkit

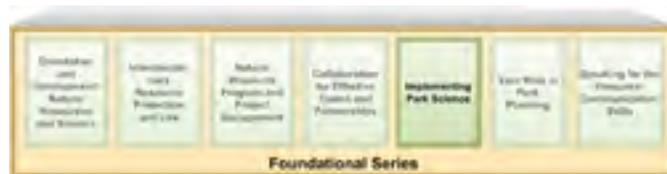
The NPS Budget and Workforce Planning Toolkit is an on-line resource that lays out a flexible process that will inform workforce and budget planning decisions in the National Park Service. There is no one-size-fits-all approach to workforce and budget planning; therefore each park and program can tailor, expand, or rework these steps based upon specific needs and capabilities. (Note: you must be able to sign in to Google Sites through the Department of the Interior to access the toolkit.)

WASO Workforce and Inclusion and the Office of the Chief Financial Officer occasionally offer webinars to familiarize users with the toolkit. Watch Inside NPS for training announcements.

Module 4: Collaboration for Effective Teams and Partnerships

Collaboration for Effective Teams and Partnerships will introduce skills that enable students to establish, facilitate, participate in, and collaborate as part of a team. Cross-divisional, interagency, partner, and public communication of resource management and research information will be explored.

Module 5: Implementing Park Science



This module will use a blend of delivery methods to provide natural resource professionals with knowledge and understanding of science in the National Park Service. The first two on-line modules are:

Introduction to Implementing Science in National Parks

This on-line course explores the critical role science plays in helping the NPS fulfil its mission, providing learners from any discipline with foundational knowledge on the importance and application of science in parks, science related law and policy, and scientific knowledge and understanding. Essential competencies of Scientific Knowledge, Scientific Methodology, Professional Credibility and Resource Stewardship are examined to ensure natural resource professionals possess the capability to be informed by science and scholarship and the ability to communicate to decision-makers.

Objectives:

- Importance of science and its application to the National Park Service
- NPS guidance and authorities relevant to science
- The scope of science in the NPS
- Approaches to park science, including internal and external sources of scientific information and data, and where to find assistance
- Implementing park science, including how science informs planning, decision making, management actions, education and outreach, and the development and revision of policy.

Target Audience:

- Natural resource professionals at the developmental/ full performance level
- Natural resource professionals at any level who are new to the NPS
- Employees and managers from any career field who are interested in learning more about how science is used in the management of natural resources in the national park system
- Any employee who has a desire to improve their scientific literacy

Prerequisites:

- None, although familiarity with the material in *Introduction to the Career Academy for Natural Resources* (for natural resource professionals) and *Orientation to National Park Service Natural Resource Management* (for all employees) may be useful.

Natural Resource Decision Making in a Changing Environment

This on-line course introduces the knowledge and skills needed to make decisions in the face of accelerating, widespread and complex change and uncertainty in the twenty-first century. Change concepts are introduced, and the objective and subjective factors, values, and biases that influence decision outcomes are explored. The course provides a primer for decision theory and analysis, including a variety of commonly used systems and tools generally based on the PrOACT (Problem, Objectives, Alternatives, Consequences and Tradeoffs) model.

Objectives:

- Describe what “managing for change” is and why it is important in natural resource decision making and articulate the related guidance and authorities
- Describe scenario planning, conceptual modeling, adaptive management, and structured decision making and explain how these processes can be used to address uncertainty and applied as the best available science to park decisions
- List types of influences including direct and indirect, and their spatial and temporal characteristics which effect how resource conditions are impacted
- Identify and describe the objective and subjective factors, values, and biases that influence decision outcomes
- Describe the importance of clearly defined objectives and goals in resource management and science
- Describe the concept of risk management as it relates to resource and science decisions
- Identify reasons that resources at risk may alter science-related priorities, and describe ways to effectively adapt to new and changing decisions

Target Audience:

- Natural resource professionals at the developmental/ full performance level
- Natural resource professionals at any level who are new to the NPS
- Employees and managers from any career field who are interested in learning more about the basis for natural resource decision making in a changing environment

Prerequisites:

- *Introduction to Implementing Science in National Parks* is recommended but not required

Scientific Integrity

This one hour training provides the knowledge to:

- Create conditions that support a culture of scientific integrity.
- Recognize situations where scientific integrity may be at risk.
- Identify the roles and responsibilities of those who are obligated to uphold scientific integrity and ensure appropriate use and communication of scientific findings and data.
- Respond appropriately to potential violations of the Departmental scientific integrity policy.

Target Audience:

- All employees are encouraged to take this training.

It is *required* for:

- All superintendents and deputy superintendents
- National Leadership Council members
- All supervisors, program managers and staff with a role in the management, collection, oversight, and reporting of engineering, technical, and scientific information.

Module 6: Your Role in Park Planning



Introduction to the National Environmental Policy Act (NEPA)

This instructor-led course provides an overview of the National Environmental Policy Act (NEPA) and its implementation by the National Park Service. The course will explore NEPA's legal and policy foundation and address what actions trigger NEPA requirements. The course also provides a brief introduction to methods for documenting NEPA planning and compliance, including categorical exclusions, environmental assessments, and environmental impact statements.

Target Audience:

- NPS professionals who:
- sponsor projects that may trigger the need for NEPA compliance and documentation
- contribute information to NPS environmental assessments or environmental impact statements
- review external agency NEPA documents
- are seeking an in-brief NEPA overview

NPS NEPA Handbook Fundamentals

This three-day classroom course provides a full overview of National Park Service (NPS) National Environmental Policy Act (NEPA) practice based on the 2015 NPS NEPA Handbook. The course will focus on improving NPS NEPA practice so that NEPA reviews are concise, focused and timely. It includes topics on: the legal and policy foundation for NEPA; the circumstances that trigger the need to comply with NEPA; and the Council on Environmental Quality and Department of the Interior requirements. It will also cover standard NPS practices for categorical exclusions (CEs), environmental assessments (EAs), and environmental impact statements (EISs). The course will discuss key elements of NEPA reviews including timing, scoping, alternatives development, impacts analysis, public review, and decision documents. The relationship of other regulatory requirements to NEPA reviews, such as Section 106 of the National Historic Preservation Act and Section 7 of the Endangered Species Act will be covered in brief. The course will also provide an opportunity to learn about how the Planning, Environment and Public Comment (PEPC) program can be used to support your NEPA reviews.

Target Audience:

- Park superintendents, managers, park NEPA coordinators or other staff involved with NEPA requirements

The Basics of Compliance with NEPA and Section 106

This course is designed to provide a basic understanding of the National Environmental Policy Act and Section 106 of the National Historic Preservation Act. This course is geared toward what everyone should know about the environmental compliance process. Beginners will discover a wealth of new terminology and learn the basics, while seasoned practitioners will find this course to be a useful refresher with good reminders about how to make the process a success.

Note: The classes offered are typically regional-based, though employees are not restricted to the class being taught in their region. To determine which class will best suit your needs, please consult the full range of class offerings.

Target Audience:

- Beginners, intermediate and those needing a refresher

Introduction to the Planning, Environment and Public Comment System (PEPC)

This instructor-led course provides a detailed introduction to the PEPC system. The course covers menu navigation, project search/tracking, reporting capabilities, resource tools and customization for your park/unit. The course provides hands-on training where the student will create a project in PEPC, enter the funding status, set up an interdisciplinary team, fill out an Environmental Screening Form (ESF), set up a NEPA/NHPA pathway, create a document for internal review, create a public project page, post a public document, review public correspondence, and close a project.

Target Audience:

- Division chiefs
- Project managers
- Resource specialists
- NEPA/NHPA specialists
- Resource managers
- Planners
- Facility managers
- Maintenance personnel

NPS-Introduction to PEPC (Planning, Environment and Public Comment)

This on-line course provides an introduction to the Planning, Environment, and Public Comment (PEPC) System. This course is required to gain access to the PEPC system.

Target Audience:

- NPS project leaders, natural/cultural compliance personnel, management personnel, consultants and contractors who will be using PEPC

NPS-Managing Projects with PEPC

This on-line course provides instruction on how to manage projects in the Planning, Environment and Public Comment (PEPC) system.

Target Audience:

- NPS project leaders, managers, or other employees who will be assigned the responsibilities of setting up projects, determining funding and performing internal scoping for NPS projects

Foundations of Strategic Planning

This on-line course provides an introduction to strategic planning. It describes a process for developing goals and objectives to meet mission and vision for a program.

Target Audience:

- Any NPS employee leading a program area at the park or unit

Module 7: Speaking for the Resource: Communication Skills



Science Communication Workshop for Natural Resource Professionals

(3-day class)

During this three-day workshop, presented by the Alan Alda Center for Science Communications, participants will learn how to communicate about science more effectively with people outside their field, including the general public, policy makers, the media, and prospective collaborators in other disciplines. Through discussion and practice, the workshop will focus on fundamental skills – knowing your audience, connecting with your audience, and speaking clearly and conversationally about our work and why it matters. Participants will then work on applying these skills productively in challenging settings.

Target Audience:

- Employees in natural resources, natural resource scientists, and science communication specialists

Science Communication Workshop for Natural Resource Professionals

(2-day condensed class)

This course is a condensed, two-day, practical, hands-on workshop presented by the Alan Alda Center for Communicating Science at Stony Brook University. It will cover the content of the three-day session in less depth. Participants will learn how to communicate more effectively about science with people outside their field, including the general public, policy makers, the media, students, potential funders and prospective collaborators in other disciplines. Through discussion and practice, the workshop will focus on fundamental skills; knowing your audience, connecting with your audience, and speaking clearly and conversationally about your work and why it matters. Participants will practice applying these skills productively in challenging settings.

Target Audience:

- Employees in natural resources, natural resource scientists, and science communication specialists

The following non-NPS resources address the competencies in this module.

Scientific Writing Resource Duke University

This web site contains three self-paced, on-line lessons designed to improve the quality and readability of scientific writing. The lessons cover subjects/actions, cohesion/emphasis, and simplicity. One lesson takes approximately 45 minutes to complete. There is no cost associated with this writing resource.

Each lesson presents three or four principles. The intent is to explore the reader's expectations and enable the writer to communicate clearly by meeting those expectations. The author illustrates each principle with examples of poorly-written scientific prose and suggests ways to make the examples clearer. After reading the lesson, the learner can download a worksheet and try their hand at revising awkward writing.

Target Audience:

- The lessons are geared towards those who engage in technical writing to communicate with other scientists, but the principles of clearer and more cohesive writing can also lead to better communication with non-scientific audiences.

Writing in the Sciences Stanford University

This free, self-paced, on-line class presents simple rules of style that can significantly improve written communication. It is organized into eight learning units consisting of video lectures, quizzes and editing exercises. Each unit should take between two and six hours to complete. After finishing all the units, learners take a multiple-choice final exam. There are also two optional writing exercises which provide opportunities to give and receive feedback from other participants in the course.

In the first four units, learners review principles of effective writing, look at examples of good and bad writing, and receive tips for making the writing process easier. These units can also benefit writers from outside the scientific fields. The second half of the course focuses on topics specifically relevant to scientific writers, including authorship, peer review, the format of an original manuscript, and communicating with non-scientific audiences.

Target Audience:

- Employees in natural resources, natural resource scientists, and science communication specialists

Position-related Electives

Air Resources

Air and Visual Resources Training

This three day course will enhance the capability of all participants to understand and communicate the importance of clean air and visual resources for national parks.

Workshop participants will:

- Become familiar with the laws and regulations protecting park air quality and scenic views.
- Identify park resources and values affected by air pollutants.
- Learn about the visual resource program and the components of a visual resource inventory.
- Recognize types of pollutants, sources of air pollution, and development affecting national park units.
- Understand how park air quality monitoring contributes to protecting clean air and improving poor air quality nationwide.
- Engage in active exploration of air quality and visual resource projects.
- Develop in depth knowledge of strategies for improving park air quality and visual resources.

Target Audience:

- NPS staff with responsibilities and/ or interest in air and visual resources

Air Resources in National Parks

This on-line course provides a basic understanding of what air resources are; why they are important; and the laws, regulations, and policies that guide and govern their management. The course also introduces the science of air pollution, air quality monitoring, visual resource management, and some of the air-related issues faced by parks throughout the service, including several case studies. It provides learners with resources to explore air quality and management issues at their own unit, and sources for more in-depth information and assistance in dealing with specific problems.

Target Audience:

- Employees from any career field who are interested in learning more about air resources and how they are managed by the National Park Service

Climate Change

Introduction to Climate Change in National Parks

In this on-line course, students learn the basic science of climate change; become familiar with policies, programs and partnerships that guide and support climate change response and science; and explore case studies highlighting ways that the changing climate is impacting park resources. The course also introduces the principles park managers are using to assess, adapt to and plan for changing conditions. It provides learners with sources for more in-depth information and assistance in dealing with specific problems.

Target Audience:

- Employees from any career field who are interested in learning more about climate change and how it affects resource management in the National Park Service

Climate Fundamentals Academy Workshops

The Climate Fundamentals Academy is a three-part series of two-day training workshops presented by the Association of Climate Change Officers (ACCO). The Climate Fundamentals Academy enables attendees to satisfy all course requirements for the Climate Governance Certificate, a credential issued through ACCO's CCO Certification Program. The academies provide curriculum on topics including

understanding climate science and variability, identifying climate hazards and conducting vulnerability assessments, basics of greenhouse gas accounting, explanations of the food-water-energy nexus, and fundamental governance and stakeholder engagement strategies. Workshops include a regional focus specific to the location in which the workshops are being presented.

Workshop One

is a primer on climate science, identifying climate hazards, conducting vulnerability assessments, leveraging climate change data and tools and understanding the energy, water, food nexus. This workshop enables decision makers across roles and functions to develop a better understanding of how the implications of climate change intersect with their decision making. Workshop participants will learn from experts about the implications of climate change with a regional focus added.

Workshop Two

provides participants with a foundation for understanding greenhouse gas emissions and related reporting and disclosure frameworks, strategies for engaging stakeholders and leading organizational change, assessing the legal and policy landscape and examining the economic implications of climate change. Participants will learn about specific initiatives in their localities, states and regions, as well as relevant national and international activity.

Workshop Three

positions participants to leverage the previous courses and develop strategic application skills to analyze and quantify climate-related risks, make the case for climate action to c-suite executives and public officials, establish a framework for an organizational/regional adaptation plan, design and engage in multi-stakeholder climate adaptation initiatives and understand relevant public health implications.

Participants may attend any one or all of the workshops in the series.

Target Audience:

- Park Superintendents and Senior Managers, Natural and Cultural Resource Managers, Facilities Management Personnel, Park Planners, Interpretation and Education staff, Communication and Education staff

Climate Strategies Forum

The Climate Strategies Forum is the premier training event presented by the Association of Climate Change Officers (ACCO). The 3-day workshop provides formal climate change preparedness training for credit applicable to credentials issued under the CCO Certification program. Each Climate Strategies Forum features 20+ half-day bootcamps across a variety of climate change topics. Participants select up to 4 or 5 courses to tailor their own training experience. The Forum also features a suite of keynote conversations, a Women's Climate Collaborative speed mentoring session, CCO Roundtable sessions, networking events, a tools and methodologies showcase, and a tabletop exhibition.

Available bootcamp topics include:

- Climate Science, Risk & Adaptation Planning
- GHG Management, Reporting & Reduction Strategies
- Energy Strategies, Commodities & Markets
- Supply Chain Management
- Governance, Engagement & Behavior Change
- Project Finance & Economic Analysis
- Enterprise Strategy

Target Audience:

Park Superintendents and Senior Managers; Natural and Cultural Resource Managers; Facilities Management Personnel; Park Planners; Interpretation, Education, and Communication staffs

Communication

Exploring Facilitated Dialogue as a Civic Engagement Tool in Natural Resource Planning

During this class, participants will learn facilitated dialogue as a technique to conduct civic engagement activities. Facilitated dialogue is an intentional, structured process that invites people with varied experiences and often differing perspectives to engage in an open-ended conversation. It requires participants to move beyond surface assumptions that inform their beliefs. The set of questions creates an environment where participants can freely exchange perspectives in a respectful manner and lets participants draw their own conclusions.

Facilitated dialogue has potential for enhancing public involvement in planning and the decision-making processes. Some parks have been employing these techniques at “pop up” events where interpretive staff share traditional “public meeting” information and materials with park visitors. It also has potential as a technique to provide insight during a National Environmental Policy Act (NEPA) process when a project’s purpose, scope, and need are still being determined.

Target Audience:

- Environmental compliance coordinators, planners, interpreters and educators, and resource management staff addressing critical or controversial issues
-

Decision Analysis

National Conservation Training Center Decision Analysis Training Program

These courses help participants understand the concepts and demonstrate the application of decision analysis and critical thinking techniques by providing participants with knowledge to decompose problems, analyze information, express uncertainty and use methods for addressing uncertainty in decisions, reach defensible conclusions, and prepare documents that describe process and reasoning that supports decisions.

The NPS introductory eLearning course *Natural Resource Decision Making in a Changing Environment* (NPS-NRS2071) should be taken before attending any of the following courses.

- ALC3128 - Instructor Led - Open Standards for the Practice of Conservation
- ALC3138 - Instructor Led - Advanced Structured Decision Making Practicum
- ALC3149 - Instructor Led - Principles of Modeling for Conservation Planning and Analysis
- ALC3158 - Instructor Led - Conservation Coaches Network Workshop
- ALC3159 - Instructor Led - USFWS/USGS Structured Decision Making Workshop
- ALC3160 - Instructor Led - Structured Decision Making Workshop - Observers and Mentees
- ALC3171 - Instructor Led - Introduction to Structured Decision Making
- ALC3176 - Instructor Led - Adaptive Management: Structured Decision Making for Recurrent Decisions
- ALC3183 - Instructor Led - An Overview of Structured Decision Making
- ALC3190 - Instructor Led - Decision Analysis: Elicitation and Facilitation
- ALC3191 - Instructor Led - Decision Analysis: Tools
- ALC3199 - Instructor Led - Collaboration and Conflict Transformation in Multi-Party Processes
- ALC3905 - Instructor Led - Publics, Problems, and Politics
- ALC3907 - Online Instructor Led - Introduction to Systems Thinking

If you are interested in an Instructor Led or Online Instructor Led course, check the [NCTC Catalog](#) or the [Decision Analysis Training Program](#) web page for dates of upcoming classes or to request information about upcoming classes from the contact listed for the course. Self Study courses are always available.

Integrated Pest Management

Orientation to National Park Service Integrated Pest Management (IPM) Policy

This on-line training provides an introduction to Integrated Pest Management in the National Park Service. It is designed for a wide variety of employees who are responsible for, or involved in pest management on NPS lands or properties.

Target Audience:

- This training is for any employee, contractor, or volunteers, who are involved in pest management in the National Park Service. The target audience includes: natural and cultural resources managers, facilities management staff, concession managers, the Park, Regional, and Servicewide IPM Coordinators, and others.

Note that this course is required for all Park, Regional, and Servicewide IPM Coordinators

Integrated Pest Management Principles

This instructor-led course presents the fundamentals of integrated pest management (IPM), and the IPM decision-making process used to reduce risk to natural and cultural resources, the public, and the environment, from pests and related management strategies. The IPM process reviews the site objective, resource health, consensus building, pest prevention and identification, monitoring strategies, establishes injury levels and action thresholds, reviews different management tools, and evaluates results with an adaptive management approach to formulate the best management strategy for the specific situation. The IPM decision making process provides a mechanism for employees to develop an effective strategy tailored for individual pest problem. Useful references and information sources about IPM are provided.

Target Audience:

- Employees with IPM responsibilities such as Regional, Support Office, Center, and Park IPM Coordinators
- Facility Managers
- Natural and Cultural Resource Program Managers
- Concession Program Managers
- Public Health partners
- Employees, biologists, environmental contaminant specialists, site managers who have assigned duties in IPM will benefit from this course.

Prerequisites:

- *Orientation to National Park Service IPM Policy*
-

Inventory and Monitoring

Inventory & Monitoring Data Management Training

Training sessions on software, applications, tools, and procedures that pertain to managing data resulting from natural resource inventory and monitoring, to ensure that Inventory & Monitoring Program data managers develop and maintain skills in current tools, policies, and procedures.

Target Audience:

- Data managers for I&M networks

Inventory & Monitoring Program Manager Training

This course provides sessions on project management, budget, finance, safety, performance management, science policies and science communication, to ensure that Inventory & Monitoring

program managers acquire and maintain skills that are essential to managing programs, projects, staff, and scientific research.

Target Audience:

- Inventory and Monitoring Network and Regional Program Managers
-

National Environmental Policy Act (NEPA)

Introduction to the National Environmental Policy Act (NEPA)

This instructor-led course provides an overview of the National Environmental Policy Act (NEPA) and its implementation by the National Park Service. The course will explore NEPA's legal and policy foundation and address what actions trigger NEPA requirements. The course also provides a brief introduction to methods for documenting NEPA planning and compliance, including categorical exclusions, environmental assessments, and environmental impact statements.

Target Audience:

NPS professionals who:

- sponsor projects that may trigger the need for NEPA compliance and documentation;
- contribute information to NPS environmental assessments or environmental impact statements; review external agency NEPA documents;
- are seeking an in-brief NEPA overview.

NPS NEPA Handbook Fundamentals

This three-day classroom course provides a full overview of National Park Service (NPS) National Environmental Policy Act (NEPA) practice based on the 2015 NPS NEPA Handbook. The course will focus on improving NPS NEPA practice so that NEPA reviews are concise, focused and timely. It includes topics on: the legal and policy foundation for NEPA; the circumstances that trigger the need to comply with NEPA; and the Council on Environmental Quality and Department of the Interior requirements. It will also cover standard NPS practices for categorical exclusions (CEs), environmental assessments (EAs), and environmental impact statements (EISs). The course will discuss key elements of NEPA reviews including timing, scoping, alternatives development, impacts analysis, public review, and decision documents. The relationship of other regulatory requirements to NEPA reviews, such as Section 106 of the National Historic Preservation Act and Section 7 of the Endangered Species Act will be covered in brief. The course will also provide an opportunity to learn about how the Planning, Environment and Public Comment (PEPC) program can be used to support your NEPA reviews.

Target Audience:

- Park superintendents, managers, park NEPA coordinators or other staff involved with NEPA requirements

Advanced NEPA Topics: Blending Compliance Laws & Cumulative Impact Analysis

This four-day classroom course consists of an in-depth examination of two topics related to conducting the NEPA process: cumulative impact analysis and integration of other environmental laws into NEPA. Through the course, participants will gain an increased understanding of the legal requirements for cumulative impact analysis and will explore methods for identifying cumulative actions, framing analysis, and describing cumulative impacts. Participants will also gain an increased understanding of other environmental mandates such as the National Historic Preservation Act and the Endangered Species Act and will investigate how to best integrate their requirements into the NEPA process.

Target Audience:

- NPS staff with NEPA compliance responsibilities

NEPA Topics: Blending Compliance Laws and Cumulative Impact Analysis-Virtual

This four-day virtual course consists of an in-depth examination of two topics related to conducting the NEPA process: cumulative impact analysis and integration of other environmental laws into NEPA. Through the course, participants will gain an increased understanding of the legal requirements for cumulative impact analysis and will explore methods for identifying cumulative actions, framing analysis, and describing cumulative impacts. Participants will also gain an increased understanding of other environmental mandates such as the National Historic Preservation Act and the Endangered Species Act and will investigate how to best integrate their requirements into the NEPA process.

Target Audience:

- NPS staff with NEPA compliance responsibilities who have taken an introductory NEPA course and/or who have a working knowledge of NEPA and NPS Director's Order 12

The Basics of Compliance with NEPA and Section 106

This course is designed to provide a basic understanding of the National Environmental Policy Act and Section 106 of the National Historic Preservation Act. This course is geared toward what everyone should know about the environmental compliance process. Beginners will discover a wealth of new terminology and learn the basics, while seasoned practitioners will find this course to be a useful refresher with good reminders about how to make the process a success.

Note: The classes offered are typically regional-based, though employees are not restricted to the class being taught in their region. To determine which class will best suit your needs, please consult the full range of class offerings.

Target Audience:

- Beginners, intermediate and those needing a refresher
-

Planning, Environment and Public Comment System (PEPC)

Introduction to the Planning, Environment and Public Comment System (PEPC)

This instructor-led course provides a detailed introduction to the PEPC system. The course covers menu navigation, project search/tracking, reporting capabilities, resource tools and customization for your park/unit. The course provides hands-on training where the student will create a project in PEPC, enter the funding status, set up an interdisciplinary team, fill out an Environmental Screening Form (ESF), set up a NEPA/NHPA pathway, create a document for internal review, create a public project page, post a public document, review public correspondence, and close a project.

Target Audience:

- Division chiefs
- Project managers
- Resource specialists
- NEPA/NHPA specialists
- Resource managers
- Planners
- Facility managers
- Maintenance personnel

Introduction to PEPC Administration

The Planning, Environment and Public Comment (PEPC) program provides the National Park Service with information technology tools for efficient park planning and resource compliance, project tracking, and public engagement to support collaboration and informed decision making. This instructor-led course will provide a detailed introduction to the administrative features of the PEPC system. The course will cover how to navigate the following functions: My User Profile, Create Users, Update User Profiles, Customize Lookup Tables, Run Administrative Reports, and Perform Site Maintenance.

Target Audience:

- Park and Region PEPC Administrators

Prerequisites:

- *PEPC Introduction* (on-line)
- *NPS PEPC Administrative Features* (on-line)

NPS-Introduction to PEPC (Planning, Environment and Public Comment)

This on-line course provides an introduction to the Planning, Environment, and Public Comment (PEPC) System. This course is required to gain access to the PEPC system.

Target Audience:

- NPS project leaders, natural/cultural compliance personnel, management personnel, consultants and contractors who will be using PEPC

NPS-Managing Projects with PEPC

This on-line course provides instruction on how to manage projects in the Planning, Environment and Public Comment (PEPC) system.

Target Audience:

- NPS project leaders, managers, or other employees who will be assigned the responsibilities of setting up projects, determining funding and performing internal scoping for NPS projects

NPS-Performing Compliance with PEPC

This on-line course provides instruction on how to use the Planning, Environment and Public Comment (PEPC) system as a tool to plan and track compliance for projects and plans.

Target Audience:

- NEPA and NHPA specialists, environmental coordinators, and other employees who will be assigned the responsibilities of evaluating the potential effects of a project on their park's natural and cultural resources, developing compliance-related documents for internal review and communicating with the public about the project

NPS-PEPC Administrative Features

This on-line course provides guidance on administering PEPC on a unit level.

Target Audience:

- Park and regional PEPC administrators

NPS-Public Comment and PEPC

This on-line course provides instruction on coding, analyzing, and responding to public comments using the Planning, Environment and Public Comment (PEPC) system.

Target Audience:

- NEPA compliance specialists, as well as consultants and contractors helping the NPS analyze public correspondence

Water Resources

Aquarius Time Series Data Management Software Training

Hands-on training in the use of Aquatic Informatics' Aquarius v.3.10 time series data management software to manage continuous water quality, quantity, and associated field visit and QC data.

Topics covered include:

- Importing data into Aquarius via the Append Logger tool and hot folders;
- Master the intricacies of the Data Correction toolbox to correct, grade, and approve data for publication.
- Use the Report toolbox's existing reports and produce customized reports with the Report SharpShooter.
- Explore the Field Visit toolbox.
- Learn how to integrate/use QC data.

Other topics, such as rating curves, harnessing the power of scripts and the API, and hydrological and statistical analysis, will be covered as time and student interest allows.

Target Audience:

- NPS hydrologists, ecologists, aquatic professionals, data managers, and others tasked with collecting, correcting, analyzing, reporting, and archiving continuous water resource data.

Prerequisites:

- Focus will be on, primarily, the water quality workflow and geared toward existing NPS Aquarius users. Preference will be given to attendees who have already used Aquarius.

Water Resources Policy and Management Operations

This course provides instruction on National Park Service Water Resources Division (WRD) management structure, aquatic and ocean management issues affecting parks servicewide, and NPS policies that have been developed to address water resource management needs. WRD operations within the Natural Resource Stewardship and Science Directorate will also be addressed. Attendees will:

- Identify and become familiar with emerging issues in NPS water resources management
- Understand current and developing NPS policies related to water resources management
- Understand and contribute to the Water Resources Division Strategic Plan
- Understand Water Resources Division administrative processes

Target Audience:

- Aquatic Resource Professionals/Ocean Coordinators

Wilderness

Arthur Carhart National Wilderness Training Center Online Courses

The Arthur Carhart National Wilderness Training Center, in partnership with the Eppley Institute for Parks and Public Lands at Indiana University, offers the following free online courses on managing resources in wilderness areas:

- The Wilderness Act of 1964 (prerequisite for all of the following classes)
- Writing a Minimum Requirements Analysis
- Evaluating a Minimum Requirements Analysis
- Deciding to Keep Wilderness Wild: Four Cornerstones for Wilderness Managers
- Wilderness Stewardship Planning Framework
- Wilderness Visitor Use Management (series of three classes)
- Natural Resource Management in Wilderness

- Fundamentals
- Challenges in Natural Resource Restoration
- Monitoring
- Evaluating Proposals for Scientific Activity
- Fish and Wildlife
- Fish and Wildlife Inventory and Monitoring
- Threatened and Endangered Species
- Air Quality
- Soil and Water
- Vegetation
- Soundscapes
- Night Sky
- Managing Cultural Resources in Wilderness (series of three classes)
- Managing Paleontological Resources in Wilderness (series of three classes)
- Managing Special Provisions: Aircraft and Motorboats
- Managing Special Provisions: Commercial Services
- Managing Special Provisions: Fire in Wilderness
- Managing Special Provisions: Grazing
- Managing Special Provisions: Insects and Disease
- Managing Special Provisions: Wildlife

The Carhart Center was established in August 1993 to preserve the values and benefits of wilderness for present and future generations by connecting agency employees and the public with their wilderness heritage through training, information, and education. It is housed on the University of Montana campus and has representatives from the Bureau of Land Management, Fish & Wildlife Service, Forest Service and National Park Service.