

KSA Proficiency Required for GS-09 457/401								
Skill	<u>1.Awareness 2.Understanding 3.Performs w/Supervision 4.Applies Independently 5.Proficient/Can Train Others</u>	KSA Level Required	KSA Level Achieved	Date Initial	Course Title	Course Description	Prerequisites	Points-of-Contact (POC)
Conservation Planning	Principles of the EFOTG Sections 1 - 5; Independently prepares 3 RMS conservation plans meeting RMS level and NPPH. Prepares RMS conservation plans involving 2 or more land uses and multi-cropping/forage systems and/or species to address SWAPA + human concerns. Plans are reviewed and approved as needed by NRCS Certified Planners, as designated by the Assistant State Conservationist under the direction of the SRC Staff.	4			6-9 Modules Conservation Planning #000019		Web-based OJT, Boot Camp II, RUSLE II	ARC's & Resource Conservation Planning
Business Tools	Demonstrates ability to independently prepare conservation plans using latest field office software	4			Refresher Training; Training on System Upgrades and New Features			State Office Specialist for Toolkit, GIS, Protracts, Etc.
Water Quality	Planning performed considering effects on surface and ground water quality	3			Water Quality Indicators			ARC's & S.O. Specialist
Revised Universal Soil Loss Equation (RUSLE II)	Ability to use RUSLE in evaluating soil loss	4			OJT			ARC's & State Agronomist
Cultural Resources	Planning performed considering cultural resources. Knowledge of cultural resources rules, laws, policy in all planning activities	4						ARC's
Manure and Wastewater Handling and Storage Plan	Ability to identify animal concentration areas and propose suitable systems to solve water quality problems	3			ACT 38/ ACA course	Manure management practices and animal concentration areas		ARC's & State Agronomist
Nutrient Management/ P Index	Basic Principles of Nutrients and nutrient management. Perform P Index risk assessment for an animal feeding operation	4*			Complete all ACT 6/R&D courses and exam	ACT 38 Orientation; ACT 38 Plan Writing; ACT 38 Plan review; ACT 38 Certification Exam		ARC's & State Agronomist
No-Till Systems	Understanding No-Till systems, No-Till equipment, and the transition to No-Till; promoting No-Till in cons planning	4			Advanced No-Till course or OJT			ARC's & State Agronomist
No Till Systems	Understanding No-Till systems, No-Till equipment, and the transition to No-Till; promoting No-Till in cons planning. Holding No-Till Field days/winter meetings	5**			Advanced No-Till Course and Continuing Education			ARC's & State Agronomist
Agronomic Land Treatment Practices	Using basic agronomic principles in conservation planning	4			OJT and Continuing Education workshops			State Grassland Specialist & State Agronomist

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Manure and Wastewater Handling and Storage Plan	Completes the requirements to be certified to I&E and implement Manure and Wastewater Handling and Storage element of a CNMP and has independently developed plan	3			NEDC Agricultural Waste Management Systems Level II Course.	Planning and designing agricultural waste management systems with an emphasis on systems for livestock and poultry operations		Area Eng. & State Cons. Eng.
Conservation Practice Standards	Effectively integrates conservation practices to solve resource concerns common to the work area. Has had CORE4 or compatible training and integrates concept in conservation plans	4					CORE4 or Compatible Training	State Resource Cons. & State Cons. Eng.
I&E, design and implementation of engineering practices	Has Class II I&E, Class I, and Construction design engineering job approval authority for most engineering practices commonly used in work area	4			Area Workshops			State Cons. Eng. & Area Eng.
Pest Management	Develop pest management plan using Field Program and provides environmental risk information in conservation plan.	3			This workshop fills the requirements of Module 7 of the NRCS course Nutrient and Pest Management Considerations in Conservation			State Agronomist
Program Administration	Prepares and modifies contracts for all USDA programs applicable to work area in accordance with Conservation Programs Manual. Knowledge of all NRCS Programs	4			Farm Bill; PL-83-566; etc.			S.O. Program Specialist
Resource Concerns	Understanding of Resource Concerns used in Conservation Planning	3			Boot Camp I & II			Resource Conservation Planning
Grazing Lands	Understands Grazing Programs or equivalent program and how they utilize to manage graze systems Nutbal, GSAT, C-graze, etc.	3			Prescribed Burning Plan Writing¹ , Basic Nutrient , Mgmt of Pastures and Grazing conferences; Intro to GSAT Grazing NUTBAL and or C-Graze		Intro to Plan Writing for Grazing Mgmt, Summer Agronomy, ACA, Intro to Prescribed Burning, Bio-Security Training	Area & State Grassland Specialist
National Environmental Policy Act (NEPA)	Complete environmental evaluation according to NEPA and according to Exhibit 3, SCS-CPA-52 in NPPH	4						S.O. NEPA Specialist
Wildlife Habitat	Applies, with supervision, requirements of 3 or more major species and complete habitat evaluation worksheets for major land uses.	3			Modules 6 - 9 Conservation Planning #00019			Area Forestry Specialist & State Forester
Threatened and Endangered Species	Knowledge of laws, NRCS policy, and species most commonly planned for in the work area and can identify threatened and endangered species in work area.	3						S.O. Specialist
Soil Quality Management	Understanding the principled of soil quality management and applying them in conservation planning.	4			Boot Camp II	PA Soil Quality Management course OJT		ARC's & State Agronomist
Use of Soil Survey	Understands how to obtain information from and use the Soil Survey for planning and resource evaluation	4						ARC's

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Livestock	Understand the different livestock operations and the primary issues that confront the owner/manager in managing to protect resources	2			Penn State NEEDS/Basic Livestock issues and technology to address them. Intro to GSAT/NUTBAL; ACT 38 Introduction to Livestock Production System, OJT, and Basic Feed Mgmt²	Intro to Livestock Production Systems is a basic workshop designed to provide background training for commercial/public specialist who may not have experience in one or more livestock production systems		ARC's
Food Security Act conservation compliance requirements	Conservation compliance plans for Highly Erodible Land. Wetland Conservation requirements. AD-1026 - Makes determinations; Conducts Farm Bill status reviews.	4			Review: http://my.nrcs.usda.gov			ARC's & Resource Specialist for FSA Compliance
* Required for Nutrient Management Coordinators								
** Required for No-Till Specialists								
¹ Prescribed Burning Plan Writing is for Grazing Specialists on Field Teams								
² Intro to GSAT and NUTBAL for Grazing Specialist on Field Teams								