

KSA Proficiency Required for *GS-5/7 457/401*

Skill	1.Awareness 2.Understanding 3.Performs w/Supervision 4.Applies Independently 5.Proficient/Can Train Others	KSA Level Required	KSA Level Achieved	Date Initial	Course Title	Course Description	Prerequisites	Point-of-Contact (POC)
Conservation Planning	Develop conservation plans with 2 land uses. EFOTG Sect III	3			NRCS NEDC course Conservation Planning #000019; Modules 1-5 Conservation Planning; Crop Planning Online Modules 1-3 #000148; One Day Basic Conservation Planner			ARC's & Resource Conservation Planning
Business Tools	Prepare conservation plans using latest available field office software, GIS TK, Pro-tracts, PRS	3			Toolkit Training (Provided by the PA State Office)			GIS & Toolkit Staff
Water Quality	Planning performed considering effects on surface and ground water quality	2			NRCS NEDC Introduction to Water Quality (http://www.ftw.nrcs.usda.gov/iris/			ARC's & S.O. Specialist
Revised Universal Soil Loss Equation (RUSLE2)	Ability to use the RUSLE2 in evaluating soil loss	3			ACT 38/RUSLE/Storm Water Management	Two day course		ARC's & State Agronomist
Nutrient Management/ P Index	Basic principles of nutrients and nutrient management. Current P Index	2			Act 38/Managing manure nutrients workshop. P Index Training	Workshop provides a foundational understanding of N, P & K in the content of managing manure. One day ACT 38 course		ARC's & State Agronomist
Cultural Resources	Planning performed considering cultural resources. Knowledge of cultural resources rules, laws, policy in all planning activities.	3			Completion of Cultural Resources Modules 1-8 (Note: Modules 1 thru 6 are available On-Line)			ARC's
No-Till Systems	Understanding No-Till systems, No-Till equipment, and the transition to No-Till; promoting No-Till in cons planning	3			3-day No-Till course; Publications: Better Soils with No-Till, Steps for a successful transition to No-Till	Basic Principles of No-Till Systems and transition to No-Till		ARC's & State Agronomist
Agronomic Land Treatment Practices	Using basic agronomic principles in conservation planning	3			Boot Camp I and II and Summer Agronomy. Publications: PSU Agronomy Guide, Agronomy	Basic Agronomy crop and Forage ID and Cultural Management		ARC's & State Agronomist
Manure and Wastewater Handling and Storage Plan	Can identify conservation practices associated with Manure and Wastewater Handling and Storage of an animal waste management system.	2			Boot Camp II; Ag Waste Mgt Systems -Primer			Area Eng. & State Cons. Eng.
Conservation Practice Standards	Basic understanding of purpose and use of common conservation practices in the area. Section IV eFOTG	3			Boot Camp I & II; Introduction to Field Office Technical Guide			ARC's, State Cons. Eng. & SRC
I&E, design, and implementation of engineering practices	Has CLASS 1, 1 & E and implementation engineering job approval authority for several engineering practices common to the work area	3			Area Workshops			Area Eng. & State Cons. Eng.
Pest Management	Understands pest management plan and it's need for environmental risk information plan.	2			Pest Management Considerations in Conservation Planning	This workshop fulfills the requirements of Modules 1-6 of the NRCS course Nutrient and Pest Management Considerations in Conservation Planning.	Water Quality	ARC's & 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	2			Farm Bill; PL-83-566; etc.			S.O. Program Specialist

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Resource Concerns	Understanding of Resource Concerns used in Conservation Planning	2			Boot Camp I & II			Resource Conservation Planning
Grazing Lands	Becomes familiar with Graze Program or equivalent program. GSAT, NUTBAL and how they can be utilized to enhance grazing systems. Understand what a grazing plan consists of and how to gather information for it.	2			Rotational Grazing Training, Annual Grazing Conference. Introduction to Pasture Management and Plan Writing. Introduction to Prescribed Burning, ACA training, Summer Agronomy	Provide information on the basics of managed intensive grazing, understanding the technical standards that must be followed, and what is expected within a grazing management plan.		Area & State Grassland Specialist
National Environmental Policy Act (NEPA)	Complete environmental evaluation according to NEPA and according to Exhibit 3, NRCS-CPA-52, in NPPH	3			Environmental Compliance Level 1			S.O. NEPA Specialist
Wildlife Habitat	Understands habitat requirements of 3 or more major species & complete habitat evaluation worksheets for major land uses.	2			Wildlife management educational package for NRCS field offices. Boot Camp I	A hardcopy of educational materials on management of wildlife habitat that encourages field offices and landowners to include needs of wildlife in conservation planning		ARC's, State & Partner Biologists
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. PNDI	3			On-the-Job Training			S.O. ESA Specialist
Soil Quality	Understanding the principled of soil quality management and applying them in conservation planning.	2			Boot Camp I & II, Summer Agronomy. Publication Better soils with No-Till			ARC's & State Agronomist
Use of Soil Survey	Understands how to obtain information from and use the Soil Survey for planning and resource evaluation.	3						ARC's
Livestock	Understand the different livestock operations and the primary issues that confront the owner/manager in <u>managing to protect resources</u>	1			Penn State NEEDS, Biosecurity training	Basic livestock issues and technology to Address them	None	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.	3			Review: http://my.nrcs.usda.gov			ARC's & Resource Specialist for FSA Compliance
Forestlands								Area Forestry Specialist & State Forester
Energy & Air Quality								ARC's, State Energy & Air Specialist