

KSA Proficiency Required GS 11/12 GS-457

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	Point-of-Contact (POC)
Conservation Planning	Principles of the EFOTG, Sections 1 - 5; Prepares RMS conservation plans involving 4 or more land uses and multi-cropping/forage systems and/or species to address SWAPA + human concerns. <u>Maximum Proficiency is demonstrated by evaluation of or presentation by the candidate of one RMS plan to the "Certification Board"</u>	5			Areawide Conservation Planning (000092)	Follows the procedures and guidelines set forth in the National Planning Procedures Handbook for areawide conservation planning. It emphasizes locally led conservation, working with people, and the planning process. It uses a case study to demonstrate techniques and dynamics of areawide conservation planning. This course will help NRCS and the conservation partnership meet local community needs for areawide conservation planning.		ARC's & Resource Conservation Planning
Business Tools	Demonstrates ability to independently prepare conservation plans using latest field office software. Assists others, serves as reviewer of data entered, plans, pins, progress reporting, etc.	5						State Office Specialist for Toolkit, GIS, Protracts, Etc.
Water Quality	Planning performed considering effects on surface and ground water quality	4			On-the-Job Training			ARC's & S.O. Specialist
Revised Universal Soil Loss Equation (RUSLE2)	Ability to use RUSLE2 in evaluating soil loss	4			Continuing Education			State Agronomist
Revised Universal Soil Loss Equation (RUSLE2)	Ability to use RUSLE2 in evaluating soil loss	5*			Continuing Education			State Agronomist
Nutrient Management/ P Index	Basic Principles of Nutrients and Nutrient Management Perform P Index risk assessment for an animal feeding operation	4			Continuing Education to include Act 6 Courses			State Agronomist
Cultural Resources	Planning performed considering cultural resources. Knowledge of cultural resources rules, laws, policy in all planning activities.	4						S.O. Cult. Res. Specialist
No-Till Systems	Understanding No-Till systems, No-Till equipment, and the transition to No-Till; promoting No-Till in cons planning	5			Advanced No-Till Course, Continuing Ed			Area & State Eng.

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Agronomic Land Treatment Practices	Using basic agronomic principles in conservation planning	4			OJT and Continuing Ed			ARC's & State Agronomist
Agronomic Land Treatment Practices	Using basic agronomic principles in conservation planning	5			OJT and Continuing Ed, Further continuation of Education			State Grassland Specialist & State Agronomist
Manure and Wastewater Handling and Storage Plan	Certified to I&E. Implement Manure and Wastewater Handling and Storage element of a Comprehensive Nutrient Management Plan.	4			OJT, Area Workshops	Planning, investigation, design and installation of animal waste containment systems. Types of liners include compacted clay liners, compacted soil liners treated with soil additives, and flexible geosynthetic membrane liners. Planning for animal waste containment structures includes evaluations of site characteristics that lead to the selection of an appropriate liner system.		Area Engineers & SCE
Conservation Practice Standards	Knowledge of conservation practices standards is such that reviews and comments are often provided to discipline specialist to further improve the standards. Assistance is provided to others	5						SCE & SRC
I&E, design and implementation of engineering practices	Has Class III I&E, Class III, and Construction Design Engineering Job Approval Authority for most engineering practices commonly used in work area and can assist others	5						Area Engineers & SCE
Program Administration	Assists others in preparing, implementing and modifying contracts for all USDA programs in accordance with CPM. Trains others in all NRCS program requirements	5						State Office Programs Specialist
Resource Concerns	Understanding of Resource Concerns used in Conservation Planning	4			Boot Camp I & II			SCE & SRC
Grazing Lands	Utilize Grazing Programs. Capable of planning complex enterprises with multi-species of animals and/or plants	4			Advanced Nutrient Mgmt of Pastures; Grazing Conference		ACA Intro to GSAT and NUTBAL; Basic Nutrient Management of Pastures; Prescribed Burning	State Grassland Specialist
Pest Management	Assists other in the use of WIN-PST and provide environmental risk information in conservation plan	3						State Agronomist

