

TRAINING AND CERTIFICATION PROGRAM

What is the Training & Certification Program?

The Indiana Conservation Partnership's (ICP) Training and Certification Program (TCP) strives to improve efficiency in training amongst all technical employees, resulting in a more highly skilled workforce and seamless delivery to customers. The joint move towards a more standardized training, certification and development program was formalized by an ICP Agreement in September 2010. Any employee trained and certified through this program will be recognized as competent by every agency in the ICP.

Special Thank You

Thanks to volunteer Tony Hinkle for developing the software that efficiently analyzed hundreds of returned Individual Development Inventories.



9 PRIORITY TRAININGS IDENTIFIED

This spring, ICP employees were surveyed to determine their current technical training needs. 300 employees returned the "Individual Development Inventory" spreadsheet. This information will be used to identify ICP training needs, potential trainers, and areas of the state these trainings are most needed.

Based on these responses and the intent to target a variety of Partnership employees, the following nine priority training needs were selected and ranked:

- Highest priority: Cover Crops, RUSLE Evaluation, Nutrient Management, & Urban (Construction Erosion & Sediment Control, Stormwater Management, Raingardens)
- Medium priority: Soils (Properties & Interpretations, Testing & Interpreting Results, Hydric Soils for

ICP INDIVIDUAL DEVELOPMENT INVENTORY				
NAME:				
EMAIL ADDRESS:				
DATE:				
JOB TITLE:				
AGENCY / EMPLOYER:				
COUNTY (choose from list):				
COLLEGE DEGREE(S):				
PROFESSIONAL CREDENTIALS or LICENSES:				
				TRAINING SOURCE (PUT THE NUMERAL "1" UNDER ALL T
SUBJECT OR OBJECTIVE	TRAINING NEEDED	ON THE JOB TRAINING	COLLEGE COURSE(S)	UNIVERSITY / PROFESS TRAINI
313 Waste Storage Facility				
314 Brush Management				
315 Herbaceous Weed Control				
316 Animal Mortality Facility				
317 Composting Facility				
327 Conservation Cover				

Wetland Delineation), & Filter Strips

- Lower priority: Conservation Planning, Quick-Books, & Tree & Shrub ID

A Technical Review Board (TeRBo) was created to thoroughly examine each of these technical training opportunities. The group subsequently determined what level of training would be needed for each of the topics (Awareness, Application, Certification). All topics were determined to

need a training curriculum geared towards Awareness and Application. It was further decided that the Nutrient Management and Urban topics also warranted a Certification level. Furthermore, TeRBo re-surveyed ICP employees who indicated they needed training in any of the four highest priority subjects. This detail will be used to create trainings more closely tailored to true need.

GRANT SECURED TO HIRE FULL-TIME PROJECT COORDINATOR

In early 2012, a Coordinator and clerical position will be hired to further the goals and tasks of the TCP. Having a committed individual focused specifically on this initiative was crucial to getting the program moving

towards its full potential. Funds from a Section 205(j) grant were obtained for this purpose. Marion County SWCD will manage the grant, and the Hoosier Heartland RC&D will over-

see day to day activities. The grant will run for two years. The position will include seeking additional financial support, building partnerships, and coordinating various training workshops statewide.

FIND TECHNICAL TRAININGS, ADVERTISE TECHNICAL TRAININGS

Eventually, the ICP TCP will host and coordinate technical trainings. In the meantime, it's recognized there are many quality, existing trainings that ICP employees can take advantage of now, and there is a need to have these trainings listed in one place. The Indiana Association of Soil and Water Conservation Districts volunteered further usage of their Events Calendar, located within the eNewsletter "Weekly Update", to meet this need. Each week, the Events Calendar showcases upcoming

trainings, seminars, webinars, etc. from around that state and nation. This is an ideal location for Partnership employees to view or list upcoming trainings.

How do I get involved?

- View Weekly Updates online: <http://iaswcd.org/whatsnew/index.html>. The Events Calendar is currently located on the left side of the publication.
- Sign up to receive the free Weekly Update via email. Please email DeeDee Sigler

Upcoming workshops:
National No-Till Conference, Pond Pro, Cover Crop, Soil Productivity, and more!

deedee-sigler@iaswcd.org to be added to the mailing list.

- List your agency's or organization's upcoming technical trainings that are open to all Partners on the Events Calendar. Simply type in the appropriate information on the Google Docs form.

In March, the ICP's TCP concept was shared with over 160 SWCD supervisors and staff at statewide region meetings. In September, it was presented to a dozen other states at the National Association of State Conservation Agency's fall conference in Columbus, OH.

"The drive and determination of the committee working on the Training and Certification Program has been impressive. The ICP leaders are so proud of their efforts, in particular seeking and receiving funding to hire a coordinator and assistant to further advance this initiative."

- Jerod Chew, ISDA, Director, Environmental Stewardship



2012: LOOKING AHEAD



The ICP TCP Team and TerBo will continue to work towards outlined objectives and goals.

- The biggest asset will be working with the newly employed Coordinator, and watching the program pick

up pace as more time is devoted to the initiative.

- The Team has applied for Sustainable Agriculture Research & Education grant funds. Grant dollars are being sought to host statewide, regional "Soil Health" workshops, with a "hands on" training approach.

TEAM & TECHNICAL REVIEW BOARD MEMBERS

For more information, or to relay suggestions, please contact a member of the ICP TCP Team: Angie Brown (IDEM), Ann Ice (IDEA/Gibson Co SWCD), Bob Eddleman (SSCB), Brad Joern (Purdue), Doug Nusbaum & Zack Smith (IDNR), Jim Norris & Laura

Fribley (ISDA), Michelle Howell (FSA), Paula Baldwin (IASWCD), Roger Kult (NRCS), Troy Hinkle (Knox Co SWCD), and Vickie Smith (Dearborn Co SWCD). Thanks to this group for all of their time.
TerBo Members: Kathleen Hagan (IDEM), Zack Smith

& Gary Langell (IDNR), Jim Norris & Laura Fribley (ISDA), Kent Tracey (DeKalb Co SWCD), Glenn Lange (Marion Co SWCD), Troy Hinkle (Knox Co SWCD), Jennifer Chen (NRCS), and Jane Frankenberg (Purdue). Thank you for your expertise.