

AGENDA
WISCONSIN TRIBAL CONSERVATION ADVISORY COUNCIL BOARD MEETING

May 16, 2017

The next WTCAC Board Meeting will be held May 16 from 8:00 AM- 5:00 PM. A block of rooms have been reserved at the Mole Lake Casino Address: 3084 WI-55, Crandon, WI 54520
Phone: (715) 478-5290

May 16 – WTCAC Meeting (Call to Order 8:00 AM)

- | | | |
|---|---------------|-----------------------------------|
| 1. Roll Call | | |
| 2. Approval of Agenda | | |
| 3. Approval of Minutes (Minutes sent 5/2) | | |
| 4. Introductions | | |
| 5. Farm Bill 2018 and beyond needs in Indian Country update | | Chad Abel |
| 6. Farm Service Agency "Bridges To Opportunity" | | Kimberly Iczkowski |
| 7. Wetland Group discussion/working group | | Randy Polema |
| 8. Farm Bill Suggestion Goal 5 | | Alan Johnson |
| 9. Break | (10:00-10:15) | |
| 10. American Bird Conservancy | | Callie Bertsch/Nora Kennedy |
| 11. Farm Bill Suggestion Goal 3 | | Jerry Thompson/Alan Johnson |
| 12. Jerry Contract | | Pat Pelky |
| 13. NRCS | | Chris Borden |
| 14. Aquaculture | | Jeremy Bloomquist/Keith Sengbusch |
| 15. Lunch | (12:00-1:00) | |
| 16. Forestry | | Paul Koll |
| 17. Mitigation | | Pat Pelky |
| 18. Resource Assistants | | Lori Swiderski |
| 19. Director Report | | Alan Johnson |
| 20. Financials | (2:00-2:15) | Erin Hoffman |
| 21. NRCS EQIP | | Chris Borden |
| 22. Board meeting with Partners | | |

Agency Updates

Animal & Plant Health Inspection Service (APHIS)
Bureau of Indian Affairs
Department of Agriculture, Trade and Consumer Protection (DATCP)
Farm Service Agency (FSA)
Forest Service (FS) MOU progress
Intertribal Agriculture Council (IAC)
Indian Nations Conservation Alliance (INCA)
National Agricultural Statistics Service (NASS)
Natural Resources Conservation Service (NRCS)
Rural Development (RD)
RTCAC
Risk Management Agency (RMA)
United States Fish and Wildlife Services (USFWS)
Wisconsin Department of Natural Resources (WDNR) Summer Youth Program
Wisconsin Lakes Partnership

WISCONSIN TRIBAL CONSERVATION ADVISORY COUNCIL'S VISION "Each Tribe in Wisconsin achieves their natural resource goals" and MISSION "Wisconsin Tribal Conservation Advisory Council will create opportunities for tribes to accomplish their natural resource goals".

TITLE: Board Meeting DATE: 5/16/2017

Mole Lake, Wisconsin

TIME IN: _____

TIME OUT: _____

| Name | Organization | Contact (Email/Phone) | Signature |
|-------------------|----------------------|--------------------------------------|-----------|
| Adrian Ackley | USFS | adrian.ackley@fs.fed.us 715-276-6333 | |
| Jen Youngblood | USFS | jenniferyoungblood@fs.fed.us | |
| Lori Swidersti | USFS | loridswidersti@fs.fed.us | |
| Colie Bernald | NRCS | colie.bernal@wi.usda.gov | |
| Patricia Moran | LdP | pmoran@ldftribe.com | |
| Jeremy Riatkowski | Menominee | jpriatkowi@mtw.org | |
| Kesh Sembusch | WTCA | ksembusch@wtca.com | |
| Tina K. Van Zile | Sokaogon - Mole Lake | tina.vanzile@scc-nsn.gov | |
| Nathan Podany | Sokaogon | Nathan.Podany@scc-nsn.gov | |
| Jeremy Bhangyist | St. Croix | jeremyb@stcroixtribalcenter.com | |
| Randy Poelma | Ho-Chunk | Randy.Poelma@ho-chunk.com | |
| Kellie Zahn | Stockbridge | Kellie.Zahn@mohecian-nsn.gov | |
| Paul Koll | Stockbridge | Paul.Koll@mohecian-nsn.gov | |

| Name | Organization | Contact (Email/Phone) | Signature |
|---------------|-----------------------|--------------------------------|-----------|
| Shelly Ahness | WDNR | michelle.ahness@wisn.org | |
| Kim Iczkowski | USDA - FSA | kimberly.iczkowski@wi.usda.gov | |
| Ryan Leibel | USDA - NRCS | ryan.gerlich@wi.usda.gov | |
| Chris Borden | USDA - NRCS | chris.borden@wi.usda.gov | |
| Pat Pelky | Oncida | ppelky@enei.com | |
| M. Lu Dawels | USDA - HD | M.L.Dawels@wi.usda.gov | |
| Carleen Yocum | USDA - Forest Service | cyocum@fs.fed.us | |

| | | | |
|----------------|---------------------------|---------------------------|--|
| Patrick Gaggin | VW Extension | pgaggin@uwsp.edu | |
| Paul Strong | USFS | pstrong@B.Sed.us | |
| Janice Kelley | USDA - NRC | janice.kelley@wi.usda.gov | |
| Collie Bertsa | American Bird Conservancy | cbertsa@abcbirds.org | |

Meeting called to order at 8:04. May 16, 2017—Mole Lake

Roll Call: FCPC, Ho Chunk, LDF, Menomonee, Mole Lake, Oneida, St Croix, Stockbridge

Approval of Agenda

Moving agency updates to the morning. Also want to move Jerry's Contract to Executive Session, and add Review of Technical Concerns and discuss setting up technical meeting.

Motion to approve agenda with changes by Menominee, 2nd by SBM, all in favor, motion carries.

Approval of minutes

Motion by Menominee, 2nd by Ho Chunk. All in favor, motion carries.

USDA Partner updates

APHIS Update – JoAnn – Still getting their budgets in, they are still under a hiring freeze. State is currently spraying for gypsy moth, nothing new on EAB. They have 2-one week sessions scheduled in Keshena; one in June and one in July, they will be targeted at junior high students. She will try to get more info to pass along.

FSA Update – Kim – presentation "Bridges to Opportunity". (See attachment) County Committee Elections nomination period is starting June 15.

USFS – Jen Youngblood – She had been acting for Larry Heady. She sent some draft MOUs out as there has been significant discussion about having an MOU with USFS/WTCAC. May want to do the MOU on a regional level. This would be a non-monetary MOU. They would be able to tap into resources. College update – having Tribal Professionals as well as college folks help out with career day.

Carleen Yocum – The MOU doesn't need to have a term, could be anything we want. Dialogue regarding the 3 branches of the USFS in relation to a MOU. USFS is still on a hiring freeze with very few exceptions. They have a budget. Handed out Forest Health Spring 2017 updates. (See attachment)

Adrian – Currently in a lot of discussion about the Enbridge Line Issue. They want to renew Line 5 (northern WI). Enbridge's Line 5 is a 645-mile, 30-inch-diameter pipeline that travels through Michigan's Upper and Lower Peninsulas, originating in Superior, Wisconsin, and terminating in Sarnia, Ontario, Canada. As it travels under the Straits of Mackinac, Line 5 splits into two 20-inch-diameter, parallel pipelines that are buried onshore and taper off deep underwater, crossing the Straits west of the Mackinac Bridge for a distance of 4.5 miles. Directly affects Bad River. Discussing youth camp with GLIFWC tribes. Birch poles and canoe trees – they are working on a birch pole sustainability work group. There is an issue right now with birch poles becoming a hot item.

Paul Strong – Struggling right now because of the way the appropriations bill was structured, changes funding from no year money (can be carried over) and now they have 4 year money. The US treasury

has had to go through some administrative work for this change so it is slowing down receipt of the funds.

Lori made a presentation regarding Resource Assistants; a cooperative program between USDA FSA and cooperating agencies. (See attachment)

Rural Development – Mike Daniels – USDA is under reorganization. RD will no longer be under an Under Secretary – they will be direct report to the Secretary of Agriculture. They were told there will not be any reduction in work force. In WI, they are moving forward with their programs. Some of their programs are tied to the Farm Bill.

WDNR – Shelly – DNR recently went through a strategic analysis trying to prioritize what their core work is. Some programs will eventually be eliminated; WDNR is also looking at organization structure. The biggest changes are in law enforcement and parks. Rangers will no longer be law enforcement credentialed; instead wardens will be covering law enforcement in state parks. Some staff from parks will move to law enforcement. Will give them the opportunity to consolidate all trainings and make it more efficient. This will be fully implemented next year. State budget will hopefully be wrapped up by the end of June. Forestry will now be located somewhere north of HWY 29 and a large percentage of the staff will be moving as well. No changes planned for Tribal Summer Youth Program. Look up setting up contacts with Shelly and staff within each Tribe to recruit Tribal members for positions. Been a busy fire season for them. DNR is very aware of the birch bark situation and is concerned as well. Their law enforcement has been working with other agencies to determine what they can do. They had an elk release in Clam Lake area, 28 elk released from Kentucky. Trying to mix up the genetics. They are scheduled to go to Kentucky one more year and add those to Clam Lake herd. They are doing recreation opportunities analysis. It will be broken up into different regions of the state. First analysis is focused on NE part of the state. Asked about the possibility for Tribal staff to join in on trainings, in particular Foresters and Wetland Specialists. Should be able to waive training costs, not so sure about travel expenses. Funds from Gaming Compacts for DNR are set by statute and would be difficult to change. Most of it is going towards snowmobile safety, walleye initiative, elk, and whooping cranes.

WI Lakes Partnership – Pat Goggin – Cooperative Extension is going through a shake up because of budget reductions from over 700 staff and may be losing about 100 positions. They have a new Tribal specialist that will be working for Extensions. She will look to meet individually with the Tribes this summer.

NRCS – Chris Borden – Ryan Gerlick is here, he works for Tom Krapf.

Ryan - He works on EQIP, CSP, and CIG. Under general EQIP is where the WTCAC funds come from. They are going through some changes as well. They were given notice that they will be moving to the Farm Production and Conservation Department with FSA and RMA. Handed out WTACC funding for last year. (See attachment) New State Conservationist is in place and apologized for not being able to be here today. She started with NRCS in Iowa and worked in Vermont and Illinois. Served as acting in Hawaii as well. She has a diverse background. Jimmie had set aside \$500k and in the end they funded \$518k total so they were able to find excess funds for EQIP. Oneida also got \$495k from the GLRI pool.

CSP signup is over with. There were no applications from the Tribes. They are currently evaluating the applications that they had. For FY18, EQIP is an October 20th application deadline (need to have site visits completed and applications in by this date). Working on payment updates for next year.

Chris – not anticipating major changes to payment rates for next year. Chris is currently serving as Tribal liaison for Ho-Chunk. Appreciates willingness of Red Cliff Band to host the Harmony training the 4th week in April 2018. Looking forward to the Food Summit in Oneida in October.

Janice Kelly – Special Emphasis Program Manager for American Indians and Alaskan Natives. On May 13, it was declared as American Indian Day – declared by President Reagan in 1983. Usually in the month of November she wants to get information out to current employees on Native American history. Handout on applying to USDA through USA Jobs. (See attachment)

Farm Bill – We are going to reach out to IAC. Tribes are historically underserved and are decades behind the rest of the country in utilizing these types of programs. Used to have more grants and Tribes weren't ready for them and now that Tribes are ready, they are mostly loan programs not grants.

Wetland Group Discussion – Randy Poelma – Started at WI Wetlands Annual Conference the discussion a Tribal work group that would meet regularly. Looking at an EPA Wetland Program Development Grant to fund this group. Requires a 25% match. May be a onetime only grant. Randy will start a doodle poll for survey purposes.

Motion to establish a Wetland Subcommittee with Randy Poelma as Chair by SBM, 2nd by Menominee. All in favor, motion carries.

Farm Bill Goal 5 – Alan – for outreach, would be for board meetings travel and maintenance costs. June 1 is the deadline for the work plan; he is working closely with JoAnn (APHIS).

Preparedness Training – Mole Lake is interested. Could trainers use FCPC FAB plan when doing the training? The answer from JoAnn is yes.

Farm Bill Goal 3 – Request was submitted for a no cost extension. Need to discuss Jerry's contract in Executive Session. Jerry has 6 or 7 Tribes for each State (MI and MN) that are interested.

American Bird Conservancy – Callie Bertsch – Passed out a handout. Young Forest Partnership meeting to be held in Rhinelander. (See attachment)

APHIS Mitigation project—Pat Pelky indicated Oneida Nation is working on statutes; the mitigation template reviewed and discussed at board meetings will be written out and the MOU will be modified.

Executive session motion to enter into by HO-Chunk and seconded by Stockbridge, motion carries unanimously.

GLRI: The division of the remaining funds was discussed – total is \$31,262.75. Tribes interested in the continuation of the program with current funds are: Mole Lake, Oneida, Bad River, and Stockbridge. The fund for each Tribe is \$7815.68. Menominee made the motion to approve and St. Croix seconded and the vote passed unanimously.

Jerry Thompson's contract in relation to the APHIS Capacity project is a continuation contract as the project is continuing. The projects no-cost extension will be to July 2018. Menominee made the motion to approve Jerry's contract, Stockbridge seconded the motion and the motion passed unanimously.

Mole Lake made the motion to leave Executive session, seconded by Stockbridge and the vote passed unanimously.

EQIP: 2018 may be the year to look at a variety of natural resources concerns in the area of agriculture. Re NRCS/GLRI the suggestion was to determine a species and then determine the needed infrastructure. Further discussion occurred regarding NRCS and BIA Forestry Plans.

Aquaculture meeting: Discussion regarding attaching an Aquaculture meeting to the Technical meeting.

Thoughts re Technical Letter: Partial payment as milestones achieved, well caps/arsenic, include in letter body background of technical letter

Next meeting July 25th, Oneida and July 24th dinner with Angela Biggs

Motion to close the meeting made by Ho-Chunk, seconded by Stockbridge, approved unanimously.

Food Sovereignty SUMMIT

October 2-5, 2017
Green Bay, Wisconsin



The Food Sovereignty Summit logo represents the Three Sisters Philosophy. The "Three Sisters" are the corn, beans and squash. They are planted together because each provides an element of support, to allow each entity to flourish. Our ancestors discovered the value of creating an environment to maximize our sustenance. Like the Three Sisters, we will create a structure of collaboration and support for all First Nations' people to flourish.

Conference Features

Experiential Learning Field Sessions

Participants will be able to expand their knowledge through experiential learning at various field locations such as managed grazing, environmental remediation, organic certification, food preservation, and aquaponics production. Please consider appropriate clothing.

Chefs' Corner

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Connect the Dots

Share success stories about last year's Summit. Seek a mentor or offer to mentor others and pay it forward, helping to build healthy communities.

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For more information and to register go to

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Conference Location
2040 Airport Dr.
Green Bay, WI
(920) 494-7300

SAVE THE DATE

Food Sovereignty SUMMIT

October 2-5, 2017
Green Bay, Wisconsin

Communities learning from one another to promote health, wellness and food sovereignty.



Track 1 Applied Agriculture

Join Native practitioners from around the country as they share information related to crop yields, herd management, traditional foods, plants and seed saving techniques.

Track 2 Community Outreach

Program models will be shared that engage different Native community members in agriculture, including youth, elders, producers and policy makers.

Track 3 Products to Market

Native businesses from around the country will share their stories, successes, challenges and tools for how they have been able to access new retail markets and expand the presence of their agricultural products in those markets.

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Bridges to Opportunity

OVERVIEW

The U.S. Department of Agriculture (USDA) Farm Service Agency (FSA) serves America's farmers, ranchers and anyone interested in agriculture through a network of over 2,100 offices in nearly every rural county in the United States, providing localized, in-person service to potential and current farmers and ranchers who, in turn, provide our nation and the world with safe, affordable and reliable food, fuel and fiber.

In 2014, FSA began to explore how this unique network of local offices can function as an even bigger informational gateway to connect current and future agricultural producers with more information and resources beyond those provided by USDA alone.

Today through the Bridges to Opportunity service (Bridges), FSA is working with nonfederal partners to provide farmers, ranchers and anyone interested in agriculture with information on topics ranging from organic production, beginning farmer resources, integrated pest management, disaster assistance, conservation practices, agricultural educational courses, loans, grants and other financial assistance that can benefit and grow a farming and ranching operation — helping more farmers, ranchers or anyone interested in agriculture achieve their version of the American Dream.

HOW BRIDGES TO OPPORTUNITY WORKS

USDA has partnered with thousands of local, state, regional and national agricultural organizations that offer programs, nongovernmental grants, technical assistance, financial advice and other information that can help current and future farmers and ranchers. For example, a farmer, rancher or someone interested in agriculture may visit an FSA county office seeking information on organic production. Using specialized software, an FSA employee now can search and obtain a list of all local, state, regional and national organizations offering resources and services on organic production. The FSA employee can email or print that information for the producer, plus contact the partner organization regarding the producer's interest. The Bridges database contains information on all subject matters that affect farmers, ranchers and anyone interested in agriculture on a wide range of topics,

including but not limited to drought relief, beginning farmer information and disaster assistance.

LOCATION

Bridges began as a pilot in October 2014 in five states. In April 2015, Bridges moved into Phase 2, expanding into 20 states and 202 county offices that service 318 counties. Today, Bridges is available nationwide in over 2,100 county offices across the country.

FOR MORE INFORMATION

For more information about Bridges to Opportunity, visit the website at www.fsa.usda.gov/bridges or contact an FSA county office. To find a county office, visit <http://offices.usda.gov>.

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- 1) mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights 1400 Independence Avenue, SW Washington, D.C. 20250-9410;
- 2) fax: (202) 690-7442; or
- 3) email: program.intake@usda.gov.

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APPENDIX A

USDA Forest Service Resource Assistants Program

1. Purpose

The USDA Forest Service (FS) Resource Assistants Program (RAP) provides flexible individual placements¹ for individuals at least 17 years of age with FS units and offices and gives preference to participants who are enrolled in or are recent graduates from an institution of higher education.² The USDA FS RAP is a rigorous, immersive work and learning experience that provides interns exposure to the FS organization, provides developmental and training opportunities, and allows for a meaningful contribution to the Forest Service mission. The program is relevant to a broad range of the emerging workforce and increases the diversity of a highly qualified candidate pool.

2. Authority

16 U.S. Code Chapter 37, Subchapter II - RESOURCE ASSISTANTS Code § 1725³

3. Delegated Authority

The implementation of the Resource Assistants Program is delegated from the USDA Secretary to the US Forest Service.

4. Policy

- a. The Secretary, or the delegated authority, shall establish a Resource Assistants Program (RAP) that will result in individual placements for qualified candidates within any Region, Station, Area (R/S/A), or the Washington Office (WO) of the

¹ A structured work experience with a Forest Service unit or office that has an assigned supervisor and clearly defined roles and responsibilities.

² <http://nces.ed.gov/ipeds/glossary/?charindex=I>

Institution of higher education | A term formerly used in IPEDS and HEGIS to define an institution that was accredited at the college level by an agency or association recognized by the Secretary, U.S. Department of Education. These schools offered at least a 1 year program of study creditable toward a degree and they were eligible for participation in Title IV Federal financial aid programs.

database of accredited institutions: <http://ope.ed.gov/accreditation/>.

³ 16 U.S.C. 1725

a) Authorization

The Secretary is authorized to provide individual placements of resource assistants with any Federal land managing agency under the jurisdiction of the Secretary to carry out research or resource protection activities on behalf of the agency. To be eligible for selection as a resource assistant, an individual must be at least 17 years of age. The Secretary may select resource assistants without regard to the civil service and classification laws, rules, or regulations of the United States. The Secretary shall give a preference to the selection of individuals who are enrolled in an institution of higher education or are recent graduates from an institution of higher education, with particular attention given to ensure full representation of women and participants from historically black, Hispanic, and Native American schools.

(b) Use of existing nonprofit organizations

Whenever one or more existing nonprofit organizations can provide, in the judgment of the ⁽¹⁾ Secretary, appropriate recruitment and placement services to fulfill the requirements of this section, the Secretary may implement this section through such existing organizations. Participating nonprofit organizations shall contribute to the expenses of providing and supporting the resource assistants, through private sources of funding, at a level equal to 25 percent of the total costs of each participant in the Resource Assistant program who has been recruited and placed through that organization. Any such participating nonprofit conservation service organization shall be required, by the respective land managing agency, to submit an annual report evaluating the scope, size, and quality of the program, including the value of work contributed by the Resource Assistants, to the mission of the agency.



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Forest Service to carry out research or resource protection activities on behalf of the agency.

- b. Research or resource protection activities encompass work that supports the FS focus to ensure healthy, resilient forests and rangelands on federal, state, and private land, in collaboration with partners that expands access and public stewardship engagement. This work is policy, program, science and operations based and occurs in all four deputy areas—National Forest System, State and Private Forestry, Research and Development and Business Operations.
- c. At a minimum, the RAP must provide sufficient work experience for program participants to become eligible for GS-05 opportunities at the conclusion of the internship.
- d. To the extent possible, Resource Assistant positions will integrate with workforce planning efforts and address high priority needs.
- e. Preference shall be given to individuals who are enrolled in an institution of higher education, including vocational and certificate programs which qualify for an associate's degree, or who are recent graduates from an institution of higher education. Particular attention will be given to ensure full representation of women and participants from historically Black, Hispanic, and Native American schools or other schools with diverse student populations.
- f. Resource Assistants will be engaged through a Grants and Agreement instrument with Forest Service partners. Partners must provide a minimum 25 percent match of the total costs of the program.
- g. Currently serving interns who meet the majority of program criteria outlined herewith will have the option of requesting consideration for inclusion in the RAP. All inclusion requests must be reviewed and unanimously approved by the RAP Advisory Board.

5. USDA Forest Service Responsibilities

- a. Establish an Advisory Board with representatives from each deputy area that meets quarterly to provide oversight and guidance to the Resource Assistants Program and address queries regarding program implementation.
- b. Each deputy area will designate a staff person to coordinate the implementation of the Resource Assistants Program and serve as the point of contact for reporting, tracking, and oversight of Resource Assistant and partnership requirements.
- c. It is the responsibility of the US Forest Service to confirm that each Resource Assistant meets the criteria noted below:
 - i. Meets the standards of a minimum GS-04-level of responsibilities;



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- ii. Includes a comprehensive orientation that exposes the Resource Assistant to the US Forest Service mission, organization structure, and career opportunities;
 - iii. Is a structured experience on a FS unit or office with supervisory support throughout the duration of the placement;
 - iv. Has a work and training plan with clearly defined expectations, outcomes, and performance goals appropriate to that grade level;
 - v. Offers a minimum of 960 hours of full- or part-time work, not to exceed 3,500 hours over a two year period;
 - vi. Assigns a mentor and supervisor (these could be one and the same) who will meet with the resource assistant monthly to provide coaching and support during the internship;
 - vii. Completes quarterly evaluations of performance, including documentation of mentoring activities;
 - viii. Includes opportunities to present projects, findings and other deliverables to key decision makers and/or facilitate meetings to develop critical project management and presentation skills; and
 - ix. Verifies hours worked.
- d. The Secretary or the delegated authority may select Resource Assistants without regard to the civil service and classification laws, rules, or regulations of the United States. However, the US Forest Service will ensure the Resource Assistant Program is responsive to the following eligibility criteria and requirements:
- i. Resource Assistants are at least 17 years of age;
 - ii. Preference is given to currently enrolled students at or recent graduates from an institution of higher education with particular emphasis on ensuring full representation of women and participants from historically black, Hispanic and Native American schools;
 - iii. An office that desires to engage a candidate that does not meet the preference criteria defined in §4(e) or 5(d)(ii) must submit a justification to and receive documented approval from the Advisory Board; and
 - iv. Resource Assistants demonstrate interest in pursuing a career in natural and cultural resource management, environmental management, green careers, research and development fields, or the public sector, in general.
- e. Program Implementation
- Each R/S/A which seeks to engage a Resource Assistant will develop an annual plan that identifies the following: the number of Resource Assistants they propose



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to engage; the positions and locations where they will work; the proposed partners; and the estimated resources and budget line items allocated for the RAP.

- f. Administrative Management and Oversight
 - i. Each R/S/A implementing this authority must establish a formal agreement with a partner organization to co-manage the RAP that links to an annual workforce plan.
 - ii. The R/S/A must provide support, such as work space, computer equipment, and training.
 - iii. The R/S/A must ensure the partner organization meets the stipulations defined in §6.
 - iv. The R/S/A must obligate sufficient resources to support a maximum of 75% of the total costs of the position.
 - v. HRM will provide training and technical assistance to HRM and program staff who seek to implement the RAP as part of the annual workforce plan and ensure that qualified candidates who present eligibility certificates meet the minimum eligibility qualifications.
 - vi. The FS supervising unit of a RAP will be responsible for:
 1. Verifying the Resource Assistant work hours;
 2. Certifying non-competitive hiring eligibility and generating the certificate of eligibility once a Resource Assistant has met all required elements of the program;
 3. Working with the partner to resolve any performance issues; and
 4. Ensuring record keeping includes, but is not limited to, the position description, resume, approved timesheets, training and career development plan, and monthly performance assessment reports.

6. Partner Organization Responsibilities

Whenever one or more existing nonprofit organizations can provide, in the judgment of the Secretary, appropriate recruitment and placement services to fulfill the requirements of this section, the Secretary may implement this section through such existing organizations. The US Forest Service will implement the RAP through partner organizations. Agreements will be established with partners who have demonstrated success with recruitment and outreach practices and administrative capacity.

The responsibilities of the partner organization include but are not limited to the following:

- a. Recruit candidates for US Forest Service selection, based on RAP requirements;



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- b. Contribute to the cost of providing and supporting the RAP at a level equal to at least 25 percent of the total costs of the program;
- c. Prepare, in consultation with the FS sponsoring unit, reports including:
 - i. A quarterly report of the Resource Assistants' progress, program challenges, and performance benchmarks
 - ii. A quarterly report listing active Resource Assistants and Resource Assistants that completed the program during the previous quarter, which will include the number of hours worked to date, their anticipated completion date, and current educational status
 - iii. An annual report that defines the scope, size, and quality of the RAP, including the value of work contributed by the Resource Assistants
- d. Provide access to health care coverage and a weekly stipend. Additionally, travel and housing allowances, worker's compensation liability coverage, and other support may be provided as appropriate;
- e. Maintain comprehensive documentation of Resource Assistant records to include their position description, resume, approved timesheets, training and career development plan, and monthly performance assessment reports; and
- f. Manage human resources and performance requirements in coordination with FS staff.

7. Resource Assistant Responsibilities

- a. Adhere to:
 - i. Resource Assistants Program policies and standards required for participation, found in §6(b);
 - ii. US Government Employee Standards of Conduct; and
 - iii. Ethics Laws and Regulations for USDA Employees.
- b. Contribute to the development of their education, work, training and career development plan.
- c. Seek opportunities to utilize the non-competitive hiring eligibility within two years of completing the internship, once the required hours and education have been completed.

8. Special Hiring Authority

The Secretary, or the delegated authority, may confer special hiring authorities to former Resource Assistants. Veteran's preference will apply. Candidates applying under this authority will be considered with other noncompetitive candidates.



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- a. Resource Assistants are eligible for non-competitive hiring authority to apply to internal Forest Service positions through merit announcements for up to two years once they meet the following criteria:
 - i. Successfully fulfill the requirements of the Resource Assistants Program as defined by the sponsoring unit in the position description and according to §5(c) and §6(b)(i) and (ii); and
 - ii. Earn an undergraduate (associate or bachelor) or graduate degree from an accredited institution of higher education.

9. Crediting Time Served & Appointment

- a. A Resource Assistant may use time satisfactorily served to count toward meeting qualifications for non-competitive hiring eligibility under merit vacancy announcements.
- b. Resource Assistants applying for positions through the merit process must meet all eligibility and qualifications outlined in the applicable job opportunity announcement for any and all positions.
- c. Resource Assistants applying for positions through the merit process must have graduated from an institution of higher education, as defined by the U.S. Department of Education.

Regional Conservation Partnership Program

Improving Forest Health for Wildlife

The Regional Conservation Partnership Program (RCPP) is a special effort to build young forest habitat in twenty Northern Wisconsin counties (see map inset). The Natural Resources Conservation Service, in close partnership with the American Bird Conservancy and other key partners, have teamed up to provide planning assistance and funding to offset landowner costs through the Environmental Quality Incentives Program (EQIP) for projects that target the Golden-Winged Warbler and also benefit Ruffed Grouse, Woodcock, and White-tailed Deer.

Through RCPP-EQIP, NRCS and partners will help with projects that benefit wildlife, particularly the Golden-Winged Warbler. This forest dependent bird is in decline and benefits from the creation or improvement of young forest habitat. Landowners with extensive areas of alder growing along wetland areas or who have large blocks of even-aged aspen have the best opportunities to create young forest habitat. Young forest habitat improvements most commonly involve shearing alder stand and managing aspen stands for a mix of age classes. The creation of forest openings within those stands provides excellent habitat for a diverse mix of wildlife, including more wildlife edge, increased cover diversity, and additional wildlife food sources.

To get started, contact your local NRCS office or Callie Bertsch, ABC Habitat Coordinator, at (715) 362-5941 x107 or CBertsch@abcbirds.org. Forest owners with an existing forest management plan in place will be a high priority for funding. Technical assistance for forest plan development is also available.

This RCPP project is built through the efforts of many northern Wisconsin partners for conservation. The goals are to increase the quantity and improve the quality of young forests. Wisconsin RCPP partners include the USDA Natural Resources Conservation Service, American Bird Conservancy, U.S. Forest Service, U.S. Fish and Wildlife Service, Wisconsin Dept. of Natural Resources, Wisconsin County Forests Association, Ruffed Grouse Society, Wildlife Management Institute, and other organizations.

Additional information about EQIP and RCPP, including an application form and the location of your local NRCS office, may be found at www.wi.nrcs.usda.gov.

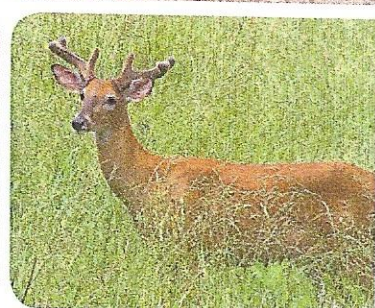
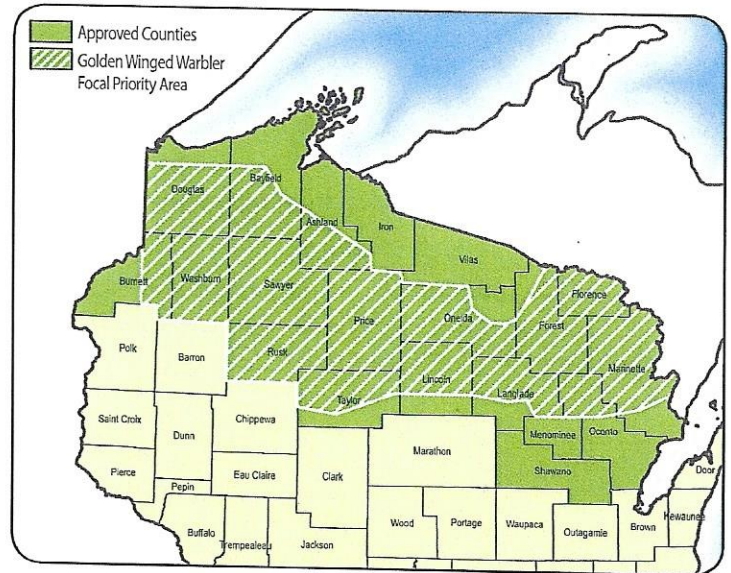


Photo caption: The Regional Conservation Partnership Program focuses on restoring habitat for the Golden Winged Warbler (top left), and also benefits other wildlife species like the American Woodcock (top right), the Ruffed Grouse (bottom left), and the White-tailed Deer (bottom right, credit: Flickr/jsjgeology). Focus on the Golden Winged Warbler is important because Wisconsin has 22% of the global breeding population. Golden Winged Warblers need open areas, with young stands of aspen or alder to thrive.

Summary by Tribe 2017-1 and 2017-2 as of May 16, 2017

| | |
|---|-----------------|
| Forest County Potawatomi Community | \$ 27,013.00 |
| Forest County Potawatomi Community | \$ 9,905.00 |
| Lac Courte Oreilles Band of Lake Superior Chippewa Indians | \$ 446,635.00 |
| Lac du Flambeau Band of Lake Superior Chippewa Indians | \$ 22,363.00 |
| Oneida Tribe of Indians of Wisconsin - Tsyunhehkwa Grazing | \$ 39,638.02 |
| Oneida Tribe of Indians of Wisconsin - Oneida Beef Grazing | \$ 80,078.17 |
| Oneida Tribe of Indians of Wisconsin - State Farm Grazing | \$ 263,157.98 |
| Oneida Tribe of Indians of Wisconsin - Oneida Beef Waste Storage | \$ 112,966.80 |
| Red Cliff Band of Lake Superior Chippewa Indians | \$ 12,696.00 |
| Total | \$ 1,014,452.97 |
| Oneida GLRI Eligible | \$ 495,840.97 |
| WTCAC Pool Requests | \$ 518,612.00 |

2017-1 Tribal EQIP Summary 5-16-17

| Tribe | Practice Name | Practice Number | Scenario | Amt | Unit | Total | Ranking |
|--|--|--|----------|-------|-------------|----------------------|---------|
| Forest County Potawatomi Community | Bat Houses | 649 | 3 | 2 | Each | \$ 198.00 | 272.79 |
| Forest County Potawatomi Community | Forest Stand Improvement | 666 | 5 | 274 | Acres | \$ 26,815.00 | 272.79 |
| Lac Courte Oreilles Band of Lake Superior Chippewa Indians | Aquaculture Ponds and associated practices | 397, 587, 521A, 620, 642, 533, 382, 560, 516, 606, 632, 578, 484, 342, 570 | Various | 2 | ac | \$ 446,635.00 | 435.36 |
| Lac du Flambeau Band of Lake Superior Chippewa Indians | Forest Stand Improvement – Competition control – Mechanical, Light Equipment (176.6 acres) | 666 | 2 | 176.6 | Acres | \$ 22,363.00 | 247.19 |
| Red Cliff Band of Lake Superior Chippewa Indians | High Tunnel System | 325 | 1 | 960 | Sq. Ft. | \$ 9,850.00 | 95.04 |
| Red Cliff Band of Lake Superior Chippewa Indians | 2017 Streambank Stabilization | 580 | 4 | 150 | Linear Feet | \$ 2,846.00 | 265.19 |
| Total Estimated 2017-1 Requests | | | | | | \$ 508,707.00 | |

2017-2 Tribal EQIP Summary 5-16-17

| Tribe | Practice Name | Practice Number | Scenario | Amount | Unit | Total | Ranking |
|---|----------------------------------|-----------------|----------|--------|------|----------------------|---------|
| Forest County Potawatomi Community | Access Road and Stream Crossings | 560 and 578 | | | | \$ 9,905.00 | 105.09 |
| Total Estimated 2017-2 Requests | | | | | | \$ 9,905.00 | |
| Total Estimated 2017-1 and 2017-2 Requests | | | | | | \$ 518,612.00 | |

Applying to the USDA through www.USAJOBS.gov

Use of the online application system may require the submission of basic applicant information, vacancy specific questions and submission of supporting documentation online. Please see the specific vacancy announcement for guidelines regarding submission deadlines and requirements. This flyer is a general overview on how to use USAJOBS and should not be considered a substitute for the instructions listed in individual vacancy announcements.

USAJOBS is located at the following website address:
www.usajobs.gov

| | |
|---|-----|
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| Establishing an Account | 1 |
| Applying for Jobs | 1 |
| Saving Your Application | 2 |
| Return to Continue/Edit Your Application or Update your Resume .. | 2 |
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Website Information

If you are new to USAJOBS, you need to complete the initial registration information. Registration includes your contact information and the option to create or upload a resume. Once completed, your information is stored and you may apply to all of our positions announced through USAJOBS. As you continue to apply to vacancies through USAJOBS, you want to make certain you have the most current information updated in your profile.

As a registered user, 24 hours a day, you will be able to:

- Check the status of announcements to which you have applied;
- Upload, create, update and store resumes in USAJOBS allowing you to personalize your resume towards a particular position;
- Update your contact information;
- Change your password;
- Edit and update finished applications until midnight (Eastern Time) on the closing date of the announcement and;
- View current vacancies and electronically apply to positions.

Establishing an Account

If you are not registered with USAJOBS you may go to the USAJOBS website and complete your initial user information and then apply to positions announced through USAJOBS:

1. To get started, click [CREATE AN ACCOUNT] located near the top of the screen.
2. Complete the user information and click [I agree. Create my account].
3. You can build a resume by clicking [Build New Resume] or you can upload a resume by clicking [Upload New Resume].
4. If you choose to build a resume, follow the prompts to complete your resume. If you are unable to complete your resume at this time and need to return to it later, you may click [Save for Later].
5. After building or uploading a resume you will be ready to apply for a job.

Applying for Jobs

1. If you are searching for a specific job, you may enter in the announcement number or job title in the "Keyword Search." Otherwise, you may select your search criteria.
2. Select the vacancy to which you wish to apply by clicking on the job title.
3. After carefully reading the vacancy announcement, begin the application process by clicking [Apply online] located on the right side of the announcement.
4. Select the resume you would like to submit along with any uploaded documents and click [Apply for this position now!]. You will automatically be transferred to our system where you will complete the application process.
5. Once you have been transferred, follow the on-screen prompts. Be certain to read the on-screen instructions thoroughly before continuing.
6. Next, you may be asked to respond to questions specific to this vacancy. If so, you must respond to all questions in order to save or proceed with the application process. If you would like guidance on how to save your application and return later to finish the questions, refer to the section titled *Saving Your Application*.
7. You will then be taken to a page containing a list of supporting documents. You have the option to submit your documents by uploading them to the website, downloading them from USAJOBS or sending them in via fax. Please see the vacancy announcement for specific information regarding supporting documentation. You may choose to submit documents at a later time. Click [Next] to continue your application.
8. The final step is to review your personal information, eligibility questions, vacancy questions and resume for accuracy and completeness.
9. Once you are satisfied with your application click [Finish] located at the bottom of the webpage to submit your application.
10. Upon submission of your application you will be redirected to USAJOBS where you may view your application status, continue to browse for open positions and/or apply for additional positions.

Even after you have clicked [Finish] you will still be able to return and update or edit your application at anytime until midnight Eastern Time on the closing date of the announcement.

Saving Your Application

In order to save your application and return to finish answering the questions at a later time, you must place answers in all of the vacancy specific questions. Our announcements require all questions be answered prior to saving your application. Once you reach the end of the questions you will be allowed to save your application.

Return to Continue/Edit Your Application or Update Your Resume

1. Go to the USAJOBS website and log in to your account.
2. If you would like to update your resume, do so by clicking on the "Resumes" section on your profile page.
3. Once your resume is updated or if you would like to go directly to the questions specific to the vacancy click [Application Status].
4. Click on the job title of the position you would like to continue/edit.
5. Click [Apply Online] located on the right side of the announcement.
6. You will have to re-select the resume you would like to submit with your application. This resume will replace the resume that was previously sent. Then click [Apply for this position now!]. USAJOBS will transfer your resume to our system where you will complete / edit your application.
7. You may review/update your eligibility questions at this time or submit documents by selecting [My Account] or click [Edit Your Application] to move to the vacancy specific questions.

The preceding steps will bring you into your application. You are allowed to return and make changes to your application questions, update your eligibility questions, submit supporting documentation and edit your resume until midnight Eastern Time on the closing date of the an-

nouncement to which you are applying. You must click [Finish]. If you do not click [Finish] your application will not be submitted for consideration.

Applications for the Federal workforce must be complete. Submitting a complete application package is very important as decisions regarding whether your application will be considered further are determined entirely upon the information you initially submit. Eligibility and qualification determinations cannot be made when requested information is missing. Incomplete applications will not be given further consideration for employment.

Supporting Documentation

The documentation required with your application may vary from announcement to announcement, and not all of the document types listed will pertain to you. You need only submit documents required to complete your individual application package. For example, the Schedule A Certification would only be submitted by individuals applying for appointment based on eligibility due to a disability, the SF-50 (a form applicable to current and former Federal employees) would only be submitted if needed to document Federal employment status, etc. Please be certain to read each vacancy announcement in its entirety. You only need submit your supporting documentation into the system one time. Once submitted, it will be automatically applied to any future positions you apply for with USDA. You only need to resubmit documentation if you want to replace a previous document with an updated version. A complete list of instructions on what to submit will be included in the announcement. As a general guideline, supporting documentation may include the following:

Documentation of Education

Documentation of Education is required if there is an education requirement (specific coursework needed or degree in a specific field) or if you are qualifying for the position based on your education (rather than, or in addition to, experience). If either of these are true, you will need to provide the following:

- College transcripts;
- A copy of your college diploma reflecting the field of study, if required);
- A list of all college courses with grades and credits (indicate quarter/semester hours and GPA). (NOTE: If the position you are applying to requires specific hours of coursework you MUST submit a transcript or a list of college courses). Selected applicants who are determined to be qualified on the basis of lists of college courses or copies of diplomas MUST submit copies of college transcripts BEFORE selection may be confirmed.

NOTE: Foreign education must be evaluated by an approved organization. The U.S. Department of Education may be of some help in providing information on these organizations. Visit the U.S. Department of Education website

All transcripts must be in English.

Documentation of Eligibility for Veterans' Preference or Veterans' Appointing Authority:

If you are claiming Veterans' Preference or want to be considered under a Veterans' Appointing Authority (i.e., VRA, VEOA, 30% disabled veteran), you should submit the following proof of eligibility:

- DD-214 (Please submit the DD-214, Member Copy 4, for the period of service for which you are claiming Veterans' Preference and/or appointment eligibility.)

- Standard Form 15 - *Application for 10- Point Veterans' Preference* and the proof requested on that form (needed only if you are claiming 10-Point preference or are eligible for appointment as a 30% disabled Veteran. For an on-line version of the Standard Form 15, visit: www.opm.gov/forms/pdf_fill/SF15.pdf

NOTE: For more information about Veterans' Preference or Veteran Appointing Authorities please visit: OPM's VetGuide at www.fedshirevets.gov/hire/hrp/vetguide/index.aspx

Documentation of other Appointing Authority Eligibility:

If you are eligible for appointment based on: a disability, service in the Peace Corps, or another special authority, please submit proof of eligibility. Please visit www.aphis.usda.gov/mrps/hr/job_opportunities/hiring_authorities.shtml

Documentation of Federal Employment:

With the exception of current AMS, APHIS, and GIPSA employees, ALL current and former Federal employees MUST submit a copy of an SF-50B, Notification of Personnel Action when applying under merit promotion procedures, documenting competitive status: Tenure "1" or "2" (Block 24) and Position Occupied "1" (Block 34).

If your current grade is not your highest permanent grade, submit an additional SF-50 showing the highest grade held on a permanent basis.

Submitting Supporting Documentation:

After transferring you will be given the option to select [My Account] located on the left side of the screen. By clicking [My Account], you will be prompted with a list of options. Select [Documents]. You will then be prompted with a list of possible documents. Your supporting documenta-

tion may be sent one of the three ways. You may upload your documents, download any stored documents from USAJOBS, or print a fax cover sheet and fax your documents into the system. If you have previously submitted supporting documentation the status of those documents will indicate *Received*. There is no need to resubmit documents which show a status of received unless you are submitting an updated copy. (If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the human resources office. If you are adding to, rather than replacing, a previous submission, you must fax both the old document and the new document for them both to be accessible to HR.)

- To upload your document(s), simply click [Upload] next to the type of document you would like to submit. You will then have the option to enter a document description. Once you have entered your description, click [Browse] to locate the document on your computer and click [Upload Document].
- To download any documents you previously uploaded to the USAJOBS website, click [USAJOBS]. You will then reach a drop down menu where you may select from your USAJOBS documents. Select the appropriate document and click [Download from USAJOBS].
- You may also fax them into the system. To do this, click [Fax]. Then click [Generate Fax Cover Sheet]. A fax cover sheet will open in a new window. (Be sure your pop-up blockers are disabled.) Fax your documents to the number listed on the fax cover sheet. Each document type should be faxed separately. For example, if you are faxing transcripts and a performance appraisal rating, you would need to send two separate faxes, one transmission for the transcripts and one transmission for the performance appraisal rating.

To ensure your status still reads "Resume Received", click through the remainder of the application process until you reach and click the finish button. The system will then return you to USAJOBS.

Submit only documents which are clear and legible. Original documents with light or faded print and/or dark or patterned backgrounds may not be legible upon receipt. Illegible documents cannot be used for qualification or verification purposes.

If your documents are faxed, you will receive an e-mail confirming the fax has been successfully received by Human Resources. You should retain your e-mail confirmation and confirmation of your fax transmittal report as proof of submission.

You will not receive an email confirmation if your documents are uploaded to the system or downloaded from USAJOBS.

Your application will be considered incomplete and you will be found ineligible if you fail to submit the required documentation as specified under the required documents section by midnight Eastern Time on the closing date of the vacancy announcement.

USAJOBS offers excellent online guides and step by step help on topics such as: creating your account, searching for jobs, and managing your career. Visit the USAJOBS Info Center at: www.usajobs.gov

For more information, please contact the Agency Contact located in the vacancy announcement.



USDA Agencies Career Grid

Office of Human Resource Management - Diversity, Recruitment, and Work/Life Division
 Career Opportunities for Students and Recent Graduates

This career grid provides applicants with specific point of reference to agencies career fields.

| Series | FSA | FAS | RMA | FNS | FSIS | AMS | APHIS | GIPSA | FS | NRCS | ARS | ERS | NASS | NIFA | RBS | RHS | RUS | OHRM | OIG | NFC | |
|----------------------------------|---|-----|-----|-----|------|-----|-------|-------|----|------|-----|-----|------|------|-----|-----|-----|------|-----|-----|---|
| Management | | | | | | | | | | | | | | | | | | | | | |
| Accounting/Auditing | 0520/0531 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Budget | 0560/0561 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Contracting/Procurement | 1102/1103 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Criminal Justice | 1881 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Equal Opportunity | 0209 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Management/Program Analysis | 0141 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Human Resources | 0590/0591/0203 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Public Affairs | 2019 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Agribusiness and Industry | | | | | | | | | | | | | | | | | | | | | |
| Agricultural Business | 1140 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Agricultural Commodities | 1900/1901 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Crop Insurance Administration | 0611 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Economics | 0110 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Agricultural Management | 1240 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Agricultural Marketing | 1240 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Food Program Management | 0812 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| International Trade Economics | 1140 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Loan Management/Finance | 1205/0209 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Science and Technology | | | | | | | | | | | | | | | | | | | | | |
| Agronomy | 0471 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Animal Science | 0724 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Archaeology | 0111/0199 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Biological Science | 0408/0409/0410/0411 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Chemistry | 1120 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| IT/Computer Sciences | 1500/0334/0210 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Engineering/Architecture | 0801/0802/0803/0804/0805/0806/0807/0808/0809/0810/0811/0812/0813/0814/0815/0816/0817/0818/0819/0820/0821/0822/0823/0824/0825/0826/0827/0828/0829/0830/0831/0832/0833/0834/0835/0836/0837/0838/0839/0840/0841/0842/0843/0844/0845/0846/0847/0848/0849/0850/0851/0852/0853/0854/0855/0856/0857/0858/0859/0860/0861/0862/0863/0864/0865/0866/0867/0868/0869/0870/0871/0872/0873/0874/0875/0876/0877/0878/0879/0880/0881/0882/0883/0884/0885/0886/0887/0888/0889/0890/0891/0892/0893/0894/0895/0896/0897/0898/0899/0900/0901/0902/0903/0904/0905/0906/0907/0908/0909/0910/0911/0912/0913/0914/0915/0916/0917/0918/0919/0920/0921/0922/0923/0924/0925/0926/0927/0928/0929/0930/0931/0932/0933/0934/0935/0936/0937/0938/0939/0940/0941/0942/0943/0944/0945/0946/0947/0948/0949/0950/0951/0952/0953/0954/0955/0956/0957/0958/0959/0960/0961/0962/0963/0964/0965/0966/0967/0968/0969/0970/0971/0972/0973/0974/0975/0976/0977/0978/0979/0980/0981/0982/0983/0984/0985/0986/0987/0988/0989/0990/0991/0992/0993/0994/0995/0996/0997/0998/0999/1000 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Food Inspection/Public Health | 1001/1002/1003/1004/1005/1006/1007/1008/1009/1010/1011/1012/1013/1014/1015/1016/1017/1018/1019/1020/1021/1022/1023/1024/1025/1026/1027/1028/1029/1030/1031/1032/1033/1034/1035/1036/1037/1038/1039/1040/1041/1042/1043/1044/1045/1046/1047/1048/1049/1050/1051/1052/1053/1054/1055/1056/1057/1058/1059/1060/1061/1062/1063/1064/1065/1066/1067/1068/1069/1070/1071/1072/1073/1074/1075/1076/1077/1078/1079/1080/1081/1082/1083/1084/1085/1086/1087/1088/1089/1090/1091/1092/1093/1094/1095/1096/1097/1098/1099/1100 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Food Technology | 1200 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Forestry | 0400/0401/0402/0403/0404/0405/0406/0407/0408/0409/0410/0411/0412/0413/0414/0415/0416/0417/0418/0419/0420/0421/0422/0423/0424/0425/0426/0427/0428/0429/0430/0431/0432/0433/0434/0435/0436/0437/0438/0439/0440/0441/0442/0443/0444/0445/0446/0447/0448/0449/0450/0451/0452/0453/0454/0455/0456/0457/0458/0459/0460/0461/0462/0463/0464/0465/0466/0467/0468/0469/0470/0471/0472/0473/0474/0475/0476/0477/0478/0479/0480/0481/0482/0483/0484/0485/0486/0487/0488/0489/0490/0491/0492/0493/0494/0495/0496/0497/0498/0499/0500 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Geology/Hydrology | 1100/1101 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Landscape Architecture | 0807 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Mathematics/Statistics | 1300/1301/1302/1303/1304/1305/1306/1307/1308/1309/1310/1311/1312/1313/1314/1315/1316/1317/1318/1319/1320/1321/1322/1323/1324/1325/1326/1327/1328/1329/1330/1331/1332/1333/1334/1335/1336/1337/1338/1339/1340/1341/1342/1343/1344/1345/1346/1347/1348/1349/1350/1351/1352/1353/1354/1355/1356/1357/1358/1359/1360/1361/1362/1363/1364/1365/1366/1367/1368/1369/1370/1371/1372/1373/1374/1375/1376/1377/1378/1379/1380/1381/1382/1383/1384/1385/1386/1387/1388/1389/1390/1391/1392/1393/1394/1395/1396/1397/1398/1399/1400 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Nutrition | 0630 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Plant Pathology/Physiology | 0414/0415/0416/0417/0418/0419/0420/0421/0422/0423/0424/0425/0426/0427/0428/0429/0430/0431/0432/0433/0434/0435/0436/0437/0438/0439/0440/0441/0442/0443/0444/0445/0446/0447/0448/0449/0450/0451/0452/0453/0454/0455/0456/0457/0458/0459/0460/0461/0462/0463/0464/0465/0466/0467/0468/0469/0470/0471/0472/0473/0474/0475/0476/0477/0478/0479/0480/0481/0482/0483/0484/0485/0486/0487/0488/0489/0490/0491/0492/0493/0494/0495/0496/0497/0498/0499/0500 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Soil Sciences/Conservation | 0300/0301/0302/0303/0304/0305/0306/0307/0308/0309/0310/0311/0312/0313/0314/0315/0316/0317/0318/0319/0320/0321/0322/0323/0324/0325/0326/0327/0328/0329/0330/0331/0332/0333/0334/0335/0336/0337/0338/0339/0340/0341/0342/0343/0344/0345/0346/0347/0348/0349/0350/0351/0352/0353/0354/0355/0356/0357/0358/0359/0360/0361/0362/0363/0364/0365/0366/0367/0368/0369/0370/0371/0372/0373/0374/0375/0376/0377/0378/0379/0380/0381/0382/0383/0384/0385/0386/0387/0388/0389/0390/0391/0392/0393/0394/0395/0396/0397/0398/0399/0400 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Veterinary Medicine | 0700 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |
| Wildlife Biology | 0400 | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | |


Mission Area Acronyms

- Farm and Foreign Agricultural Services (FFAS)
- FSA - Farm Service Agency
- FAS - Foreign Agricultural Service
- RMA - Risk Management Agency
- Food, Nutrition, and Consumer Services (FNCS)
- FNS - Food and Nutrition Inspection
- Food Safety (FS)
- FSIS - Food Safety and Inspection Service
- Marketing and Regulatory Programs (MRP)
- AMV - Agricultural Marketing Service
- APHIS - Animal and Plant Health Inspection Service
- GIPSA - Grain Inspection, Packers and Stockyards Administration
- Natural Resources and Environment (NRE)
- FS - Forest Service
- NRCS - Natural Resources Conservation Service
- Research, Education and Economics (REE)
- ARS - Agricultural Research Service
- ERS - Economic Research Service
- NASS - National Agricultural Statistics Service
- NIFA - National Institute of Food and Agriculture
- Rural Development (RD)
- RBS - Rural Business Cooperative
- RHS - Rural Housing Services
- RUS - Rural Utilities Services
- Departmental Management (DM)
- OHRM - Office of Human Resource Management
- OAO - Office of Advocacy and Outreach
- OICIO - Office of Chief Information Officer
- OCEO - Office of Chief Financial Officer
- OCC - Office of the General Counsel
- NFC - National Finance Center
- DIG - Office of Inspector General

To apply for internship opportunities: <http://www.USAJOB.gov>
 For questions regarding internship opportunities: USDA.Internships@dm.usda.gov


Printed on 12/11/2011






Improving Forest Health for
Wildlife Resources – RCPP Project
in MI, WI, and MN

Callie Bertsch
Forest Habitat Coordinator
American Bird Conservancy
05/16/2017




Introduction

- American Bird Conservancy
- Current RCPP project and partners
- Mutual goals and opportunities for partnership
- Future RCPP projects





American Bird Conservancy

- Conservation Framework
 - Halt Extinctions
 - Prevent extinction and promote recovery of the hemisphere's most endangered birds.
 - Conserve Habitat
 - Improve habitat for migratory and resident birds identified on the U.S. WatchList.
 - Eliminate Threats
 - Free roaming cats, window strikes, collisions with wind turbines, use of pesticides.
 - Build Capacity
 - Communication, education, partnership building.

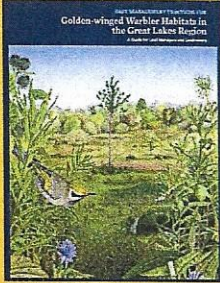



Golden-winged Warbler Conservation Initiative

Regional Conservation Partnership Program

- Farm Bill Initiative – partnership with NRCS
- Five year grant, currently in the 3rd fiscal year.
- Implement Golden-winged Warbler BMP's

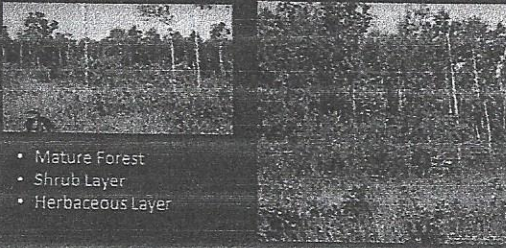



Current RCPP Partners


- Wisconsin Young Forest Partnership
 - U.S. Forest Service
 - U.S. Fish and Wildlife Service
 - Natural Resources Conservation Service
 - Wisconsin Department of Natural Resources
 - Ruffed Grouse Society/American Woodcock Society
 - American Bird Conservancy
 - Pheasants Forever
 - National Wild Turkey Federation
 - Wisconsin County Forest Association
 - The Forestland Group, LLC
 - Wildlife Management Institute





Potential Mutual Goals



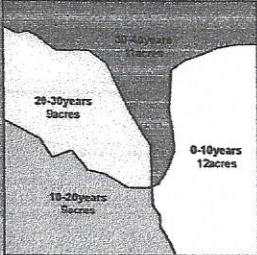
- Mature Forest
- Shrub Layer
- Herbaceous Layer



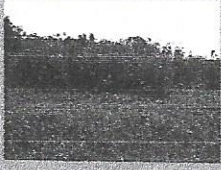
Aspen Management



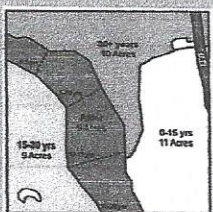
- **Ideal Aspen Management Guidelines**
 - Harvest block size: 10-15 acres
 - Age difference between blocks: 10-15 years
 - Rotation (maximum stand age): 70-80 years
 - Aspen: 10-15 open trees/acre
 - 10-20% canopy cover
 - Retain large, dominant trees
- **Clearings**
 - 14% of the landscape in openings
 - Openings sized 1-10 acres
- **Surrounding Landscape**
 - 20% of landscape within a half mile is in forest cover

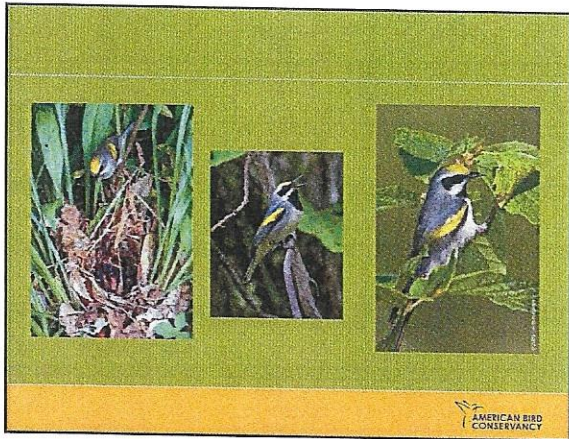


Tag Alder Management



- **Ideal Alder Management Guidelines**
 - Harvest block size: 5 acres
 - Age difference between blocks: 5 years
 - Rotation (maximum stand age): 20 years
- **Clearings**
 - 10% of the landscape in openings
 - Openings sized 1-10 Acres
- **Surrounding Landscape**
 - 50% of landscape within 1/4 mile is in forest cover




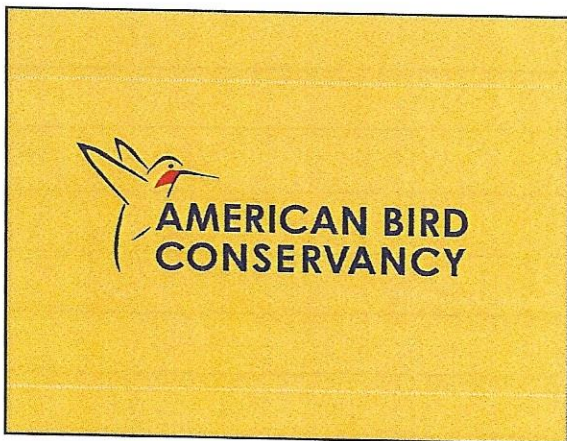


Future ABC Projects

- Driftless Region RCPP
- Kirtland's Warbler

Questions?





Ruffed Grouse @ Larry Master



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support.abcbirds.org/JOIN

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Address _____
City, State Zip _____
Email: _____

Choose your membership level:

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- \$500 Curlew (\$42/month)
- \$250 Tanager (\$21/month)
- \$100 Meadowlark (\$10/month)
- \$40 Vireo (minimum amount)

One time amount \$_____ Monthly amount \$_____

Card # _____
CW# _____ Exp. Date _____

Please return checks with this form and
make payable to American Bird Conservancy

American Bird Conservancy
P.O. Box 249



AMERICAN BIRD
CONSERVANCY



In addition to benefiting the Golden-winged Warbler, ABC's conservation efforts in the Great Lakes Region is expected to aid preservation of approximately 19 additional at-risk species such as American Woodcock, Ruffed Grouse, Black-billed Cuckoo, Moose, Canada Lynx, and Northern Long-eared Bat.



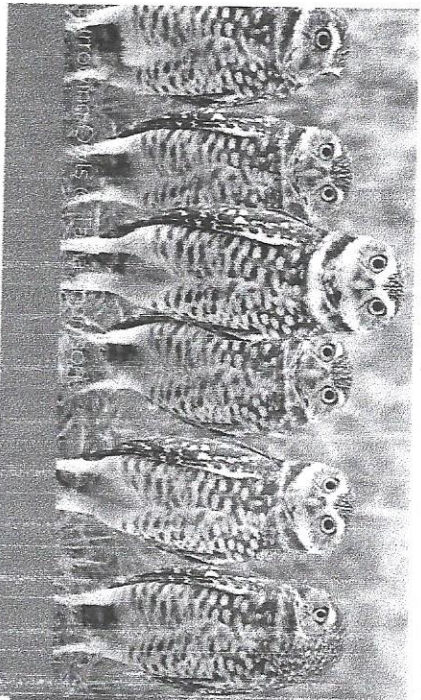
Golden-winged Warbler @ George Jett

American Bird Conservancy
Great Lakes Region

www.ABCbirds.org

About American Bird Conservancy

American Bird Conservancy (ABC) is a not-for profit organization whose mission is to conserve native birds and their habitats throughout North and South America.



ABC Halts Extinctions

Birds on the brink of extinction have no more effective ally than ABC. In 2013 alone, ABC and partners protected core habitat for bird species at 33 AZE sites.

ABC Protects Habitats

Protecting core habitats involves a great deal more than purchasing land. Improving land management and restoring habitats are also essential to effective bird conservation. ABC works with partners at a landscape scale, providing cutting-edge science to foresters, range managers, farmers, and others. We help to ensure that management practices benefit not just people, but also birds and other species.

ABC Eliminates Threats

Threats to birds exist in our own backyards, cities, and towns and take a toll of billions each year. These issues include window strikes, free-roaming cats, collisions with poorly sited wind turbines and communications towers, pesticide poisoning, and more.

ABC in the Great Lakes Region Improving Forest Health for At-Risk Wildlife



Golden-winged warbler @ Lynda Goff

Golden-wings have suffered one of the steepest population declines of any North-American songbird, with a decline of more than three percent annually over the last 40 years. Habitat loss, particularly the loss of early successional, or "young" forest habitat that the Golden-wings require for breeding is the species biggest threat.

American Bird Conservancy, the Natural Resources Conservation Service (NRCS), and dozens of other partners are working to manage a large forest habitat conservation effort in the Great Lakes states of Michigan, Minnesota, and Wisconsin to benefit the Golden-winged Warbler.

This project is to make unnecessary the potential listing of the Golden-winged Warbler under the Endangered Species Act in the next three years.

Together, MN, WI and MI, have the largest remaining breeding population of Golden-wings in the world and are critical to rebuilding populations rapidly.

The project, which is part of a new Regional Conservation Partnership Program (RCPP) is expected to create new breeding habitat for 1,180 pairs of Golden-winged Warblers and result in an increase of 2,950 individuals within four years.

It will do this in part by providing technical and financial support to private landowners helping them develop and implement conservation management plans for their properties.

www.ABCbirds.org



Golden-winged Warbler @ Laura Erickson