

Task	Problem Identification & Sub-Tasks	Responsibility	Methodology	Priority	Status	Comments
Training System	1. Update "Safe Self"	Steve Austin	1.2 Other interested groups appear to be regulatory, EM and RE. As we are developing, we need to work with these groups to determine "real" interest and determine if they would like to participate and contribute.	2		
	2. NRM Online Learning Source web based training.	Lacy Evans	2.1 Periodically revisit the curriculum PMP & outline to maintain a current product.	1	In progress	
			2.2 SME Review.	1	COMPLETED	
			2.3 Continue developing the base level course work for the "stop gap" training for new team members by the first few years until formalized training is obtained.	1	In progress	
Revise Career Development Guide	1. Revise Career Development Guide	Marilyn Jones	1.1 Revise the career development guide to reflect the changes and recommendations from HQ.	1	COMPLETED	Forward to Steve in SOP format.
			1.2 Determine what courses listed have changed or what courses should be added, including the online	1	COMPLETED	
			1.3 Get guide out of USACE HQ.	1		
Information Delivery System	1. NRM Gateway Website	Heather Burke	1.1 Continually review the site for improvements, additions deletions (informal) and report findings to committee chair.	1	In progress	
			1.2 Gateway tasks: Recruitment Tool, (Min DNR Page); Resumix Problems; Keyword Lists for Common Positions; Article for Engineer Update.	2	In progress	

			1.3 Continue to work with ERDC in updating and improving site.	2	In progress	
Awareness	1. Many of the issues raised by the NRM family are beyond the control or influence of the committee. As such, the committee hopes that through education and increasing the awareness levels on such issues that team members are better able to make decisions impacting their careers.	Each Division Representative	1.1 Continued outreach by committee members. As awareness issues are identified, the committee will attempt to provide pertinent information through articles, web links or referrals for team members to make appropriate career and job decisions. Current team member concerns and	1	Ongoing	
Customer Surveys and Feedback	1. Develop a mechanism to survey together or independently team member demographics and perceived training needs on a 3 year cycle.		1.1 Develop a survey of questions geared toward member demographics, including grade level, PD number, years of service, career level goal(s).	2		Add questions about how Safe Self has helped or how the CD is working.
			1.2 Develop a survey geared toward team members perceptions of training needs, how training is developed and funded, to determine those areas of fact and fiction.	2		
	2. Survey other NRM agencies to determine related training that may be exported.		2.1 Work with BLM, FS, F&WS, NPS, BOR and others to determine possibility.	1		
Replace & Appoint Committee Members	1. Add a administrative representative to the committee.	Marilyn Jones	Send out letters or e-mail to all divisions asking for a administrative representative to be nominated to this committee	1	COMPLETED	
Recruitment CD	1. Develop an upbeat and eye catching recruitment tool in the form of a CD and along the lines of what the USFS had and the US Air Force.	Heather Burke & Keith Hyde.	1.1 Develop PDT and PMP to develop an outline for design and concept of the CD.	1	In progress	
			1.2 Develop a contracting SOW and vehicle to create the scripts and CD design.	1	In progress	

401 Series	1. Conversions of the NRM Rangers and Managers to the 401 series has not been seriously viewed or evaluated by many Districts and Divisions as the right thing to do.		1.1 Develop a letter from Mr. Barnes' signature to encourage the migration to this series.	1	COMPLETED	
		Marilyn Jones and Steve Austin	1.2 Get Conversion Guidance and memo out of USACE HQ.	1		
			1.3 Determine if Prospect courses and years of service in the field of natural resources will qualify team members for the 24 hours of science.	1	COMPLETED	
NSPS	1. Currently the NRM community does not have a good grasp of what NSPS means to the NRM team members.	TBD	1.1 Research and develop a decision paper concerning the 5% Cap on promotions.	1	Not yet started.	
			1.2 After current round of pay pool pay outs, Reps request feed back, comments and concerns to	2	Not yet started.	
Ranger Training CoP	1. The Committee has not been fully engaged in the CoP..	Marilyn Jones	1.1 Integrate the Committee's work into Ranger CoP.	1	Not yet started.	
		TBD	1.2 Determine ability and need for Park Ranger or Natural Resources Management Certification, like. Certified Forester, develop a certification program and obtain a Certified Natural Resources Manager.	1	Not yet started.	
			1.2.a Use someone like NRPA's NSPR Branch to take this on or ERDC.			