

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	
	3. NRDLC	Pat Kline	3.1 Determine what the consortium can offer the USACE Park Ranger, not only for conversion, but overall continuing education.	1		
		Pat Kline	3.2 Determine if NRDLC can help with developing a Park Ranger certification program.	1		
	4. 40 Hour Park Ranger Training Course		4.1 Using NRMOTS as the base of the course, develop the second half of the course.	1		Determine with the Park Ranger CoP what this should look like.

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.	Marilyn Jones	1.1 Work with Park Ranger CoP to develop a survey to gain an clear picture of training and career advancement gaps.	1	In progress	

		Marilyn Jones and Committee	1.2 Utilizing the data collected from the survey, determine if there are additional needs to be addressed.	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		
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	
NSPS	1. Currently the NRM community does not have a good grasp of what NSPS means to the NRM team members.	Mike LaFrentz	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 been integrated into the CoP.	Marilyn Jones	1.1 Recruitment DVD & its uses to educate and keep park rangers visible to all levels of USACE.	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.	
			1.3 Marketing Brochure for Park Ranger field.	2	Not yet started.	

Appendix A

			1.4 Formalize a Park Ranger Training Manual.	2	Not yet started.	How would this blend with the Consortium
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