

Professional Conservation Employees Program (PCEP)

- ① Objective: Help all partnership employees & district supervisors to develop and enhance professional skills
- ① Scope includes technical, administrative, educational staff & district supervisor skill set elements
- ① Focus on developing skills through training, mentoring, and experiential learning

Goals of PCEP

- ① Develop sustainable structure for assessing and meeting professional development needs
- ① Improve overall capacity of field offices to deliver comprehensive conservation programs and practices
- ① Improve timeliness of assistance through greater self-sufficiency
- ① Greater recognition and appreciation for professional conservation employees

Training

- ① Employee self-assessment to determine current skills for common functions
- ① Allow employee to indicate skill-level desired
- ① Use self-assessment process to develop list of training needs (statewide, regional, local)
- ① Develop and offer training modules for priority training needs (basic, intermediate, advanced)
- ① Engage outside resources, too (e.g., community colleges, universities, other agencies)

Mentoring

- ④ Identify partnership staff or other professionals who are willing to provide one-on-one or small-group mentoring
- ④ Organize field days or other events to provide opportunity for hands-on learning
- ④ Mentors review/critique work of mentorees
- ④ Need to update DEA mentor list in district directory

Benchmarking – Technical Employee (3 yrs)

® Basic understanding of:

- History of soil and water district, state & federal agencies and groups
- Basic surveying & note keeping
- Scales, mapping, GIS, GPS
- Awareness of programs available – state, federal, local
- Laws that apply to conservation districts
- Public records requirements – local, state, federal
- Awareness of filing system requirements – federal, state, local

Benchmarking – Cont'd

- Basic computer skills
- Job approval authority
- Office procedures
- Basic soils – using the soils tools available
- Basic hydrology
- Basic agronomy
- Cultural resources / 52 form / NEPA
- Basic wildlife
- Basic forestry
- Services available
- FOTG – awareness
- Basics of conservation training/CCAP
- Basic conservation notes
- Customer service

Administrative Employee

- ④ Next phase for development
- ④ To follow technical employee template
- ④ Seeking volunteers for work group at 2010 DEW
- ④ Establish benchmark skill set
- ④ Identify training needs & opportunities

PCEP Development Committee

- ® Mike Pardue, Wilkes SWCD, DEA President, Chair
- ® Pat Harris, DSWC
- ® Evelyn Whitesides, NRCS Training Coordinator
- ® Edward Davis, Columbus SWCD, DEA 1st VP
- ® Eddie Culberson, Durham SWCD
- ® Jim Summers, Iredell SWCD & Rowan SWCD Supervisor
- ® Patrick Baker, Craven SWCD, Pamlico SWCD Supervisor
- ® Bobby Stanley, Supervisor, Columbus SWCD, Soil & Water Cons. Comm.
- ® Dick Phillips, Supervisor, Guilford SWCD
- ® David Williams, DSWC
- ® Ralston James, DSWC
- ® Robert Horton, NRCS
- ® Carol Litchfield, NRCS
- ® Dick Fowler, NCASWCD Executive Director
- ® Dennis Testerman, Cabarrus SWCD
- ® Cliff Vinson, Blue Ridge RC&D
- ® Cecil Settle, Foundation for Soil & Water Conservation
- ® Ray Ledgerwood, NASCA Consultant, Washington Conservation Comm.