



# Technical Training and Certification Program

## Metrics of Success: 2020-2023

The goal of TTCP is to develop and maintain a highly trained, technically skilled workforce of natural resource professionals to meet Minnesota’s conservation delivery needs. The success of TTCP to meet this goal is measured through direct and indirect indicators as outlined below.

### Job Approval Authority

**Description:** Job Approval Authority (JAA) is the credentialing system for planning, design, and installation of standard soil and water conservation practices found in the Field Office Technical Guide (FOTG).

**Indicator:** Success regarding JAA is based on newer technical employees obtaining entry level credentials, and increasing the level of credentialing as they gain experience. The goal is for all technical staff to have the necessary JAA for their position, based on years of experience, and the maintenance of those credentials.

Measure	Tool	Objective
<b>Technical staff have the JAA they need to do their jobs</b>	Survey	Survey feedback indicates an increase in employees working towards achieving JAA, employees receiving/maintaining JAA, and having all the JAA they need over baseline numbers from 2020
<b>JAA levels maintained</b>	Survey	Experienced employees maintain their JAA
<b>Understanding of JAA</b>	Interviews	Technical staff indicate they: <ul style="list-style-type: none"> <li>• Know what the priority conservation practices are in their work area</li> <li>• Know what JAA they need to do their jobs</li> <li>• Understand how to obtain and maintain JAA</li> </ul>

### Conservation Planner Certification

**Description:** Conservation planning is the process used to identify and evaluate resource concerns, analyze information, and recommended conservation practice alternatives to treat identified problems.

**Indicator:** Success regarding planner certification is based on newer technical employees obtaining a Level 1 planner designation within their first three years on the job. The goal is for all technical staff to obtain a Level III, or Level II as applicable, planner designation and the ongoing maintenance of their certification.

Measure	Tool	Objective
<b>New employees obtain CPC</b>	CPC Database	Database shows an increase in employees obtaining CPC, and a progression from Level I to Level II to Level III, as appropriate
<b>CPC levels maintained</b>	CPC Database, Survey	Experienced employees maintain their CPC
<b>Understanding of CPC</b>	Interviews	Technical staff understand how to obtain and maintain CPC

## Technical Skills

**Description:** There are many technical skills which may not be directly tied to an FOTG practice (JAA) or conservation planning. This could include the ability to utilize assessment tools, data analysis for prioritization or outreach, or customer service.

**Indicator:** Success is contingent upon local technical employees having the technical skills to do their jobs. The goal is for all technical staff to be able to utilize a wide range of existing and emerging tools and concepts that lead to conservation implementation, and the maintenance of those abilities.

Measure	Tool	Objective
Employees have technical skills	Survey	Employees indicate they have the technical skills needed to do their jobs
Employee technical skills increase		Employees indicate an increase in the technical skills they need to do their job
Employees have technical skills	Listening Sessions	Managers/Board Members indicate their employees have the technical skills to do their jobs

## Local Technical Capacity

**Description:** The capability of local work units (office, county, watershed) to plan, design, and install conservation measures with limited assistance from NRCS Area Offices, Technical Service Areas, or outside consultants.

**Indicator:** Success is determined by a local work unit's ability to independently plan, design, and install conservation practices. The goal is for local work units to be able to perform all of these steps, without outside assistance, for the geographically/socially common practices.

Measure	Tool	Objective
Adequate technical capacity at the local level	Survey/Interview Local Staff, TSA Staff, Area Staff	Local staff have the technical skills and credentials to plan, design, and install common practices locally