



### Background:

In 2008, the Department of Defense (DoD) Legacy Resource Management Program funded a 3-day *Maintaining and Implementing Sustainable INRMPS* course, which brought together the U.S. Fish and Wildlife Service (USFWS), state fish and wildlife agencies (represented by the Association of Fish and Wildlife Agencies (AFWA)), and DoD personnel. During the course, the tripartite partner representatives learned about each other's concerns, perspectives, and needs with respect to INRMP maintenance and implementation. While the course was generally well-received, evaluations clearly indicated that the course was too advanced for some participants and not advanced enough for others. In response to this feedback, Booz Allen Hamilton staff was asked to develop a one-day *Sikes Act 101* course and potentially create a more advanced course in the future. Later, as a result of the successful evaluations from the 101 course, Booz Allen was asked to proceed with developing the more advanced *Sikes Act Implementation* course during the same project period.

### Objective:

This project completed a previously scheduled offering of the *Maintaining and Implementing Sustainable INRMPS* course, and developed and provided beta offerings of both the *Sikes Act 101* and *Sikes Act Implementation* courses. Furthermore, the project updated, refined, and provided two additional offerings of each course. The goals of these courses are to improve INRMPS by providing information and training to DoD natural resources managers, and to develop and improve cooperative partnerships between DoD, USFWS, and the Military Services.

### Summary of Approach:

Beginning with the existing training materials, Booz Allen staff divided information into basic and applied categories. We then identified key reviewers and subject matter experts within designated federal agencies and the Military Services to review existing materials and provide input and information into further course development. Once the courses were complete, staff worked with key stakeholders to identify participants, prepare attendee materials, update and create modules to reflect current natural resources-related laws and issues, coordinate meeting venues, provide onsite implementation support, and conduct all follow-up actions for each course offering.

### Benefit:

This project will help natural resources managers implement compliance and conservation activities appropriately and in-line with the Secretary of Defense's priorities. Evaluation surveys indicate that the courses provide personnel in the field with concrete, on-the-ground tools and knowledge that they need. Additionally, the courses fulfill the DoD, USFWS, and Association of Fish and Wildlife Agencies Memorandum of Agreement (January 2006); facilitate regulatory and stakeholder cooperation; and highlight positive military activities and efforts. The courses also support DoD's ongoing efforts to guarantee no net loss to mission capability, to protect its natural resources, and to comply with both DoD policy and existing laws, including the Sikes Act, Endangered Species Act, and Executive Order 13514 (Sustainability).

### Accomplishments:

This project executed one offering of the *Maintaining and Implementing Sustainable INRMPS* course, 2 offerings of the *Sikes Act 101* course, and 2 offerings of the *Sikes Act Implementation* course as follows:

- *Maintaining and Implementing Sustainable INRMPS*: Conservation Training Center (Shepherdstown, WV)
- *Sikes Act 101*: Army Sustainable Ranges Workshop (Indianapolis, IN); Sustaining Military Readiness Conference (Phoenix, AZ)
- *Sikes Act Implementation*: National Military Fish and Wildlife Meeting (Milwaukee, WI); National Guard Bureau's Natural and Cultural Resource Program Implementation (Laramie, WY)

An electronic library of reference materials including course workbook, presentations and modules, evaluation results, and information on other DoD-sponsored events is posted at <http://www.dodworkshops.org/training>.

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