

U.S. Fish & Wildlife Service

National Conservation Training Center

Your Invitation to Learn





Who We Are

In its first decade, the National Conservation Training Center emerged as America's leading center for education and training in the conservation of land and its living resources.

We create a climate where people of all disciplines—government, academic, corporate, nonprofit—come together to learn skills, break down barriers, and share perspectives.

Together, we weave the networks for common-sense solutions to the most challenging environmental questions of the 21st century.

We are the U.S. Fish and Wildlife Service's National Conservation Training Center.

You're invited to take part in this continuing experiment in conservation.

Come to the National Conservation Training Center!





What We Do

At NCTC, we embrace “applied education.” We provide pragmatic, down-to-earth skills that you can learn on a Friday ... and apply on the job next Monday.

Applied education is the challenge that the U.S. Fish and Wildlife Service felt for decades in how it trained its people—how to deliver practical training for the working field professional.

In 1997, we embarked on something quite new when we created the National Conservation Training Center.

We’re continually evolving our courses and the ways we offer them. If something works, we adopt it. If it doesn’t, we ask why, and we learn from the experience. When technology advances, we ride the wave. If the lessons of the past prove valuable, we borrow liberally from history.

In short, NCTC takes an adaptive approach to teaching and to learning. We deliver training in the ways in which you need it, at our community of learners in Shepherdstown ... and at your computer desktop thousands of miles away.

We believe in diversity of experiences and perspectives. At NCTC, if your name badge doesn’t carry your title or affiliation, that’s not an oversight.

It’s by design.

It means your classmate or lunch colleague could be a fellow hatchery or refuge employee, a local land trust member, a U.S. Senator, a professor from California, or a zookeeper from Cincinnati.

During your NCTC stay, you’ll sense our investment...in you as a person, in the quality of our classes, in our renowned customer care, and in the home we have created here for you and for the entire U.S. Fish and Wildlife Service.





Our Campus

Most people first experience NCTC's unique training and learning environment in Shepherdstown, West Virginia, in 1-to-3-week classroom sessions or workshops. They return regularly. They encounter us during courses in the field. And, increasingly, they see us online.

When you come to NCTC, you'll notice first our natural environment. We're a full-service, residential training campus on 532 acres along the Potomac River. During your stay you will be able to augment your indoor learning with superb outdoor experiences, including open-air classrooms, hiking, birding, jogging, and photography.

We offer 12 classrooms, three computer centers, three biological training laboratories, a 250-seat auditorium, and a variety of seminar and breakout rooms to fit the needs of every prospective guest. The campus is linked aesthetically by a museum and numerous exhibits that tell the visionary history of the American conservation movement from Theodore Roosevelt to the present.

In addition, NCTC is expanding distance learning opportunities for the busy conservation professional.

Our conservation library and regular evening lectures and films provide after-hours intellectual stimulation. Our gymnasium and fitness center offer a handy way to remain physically fit and enjoy pickup basketball or volleyball games with colleagues.

We even have a gift shop stocked with NCTC souvenirs with a decidedly "green" theme.

Our 225 single- and double-occupancy on-site guest rooms—arrayed in the woods in four lodges named for prominent American conservationists—offer a relaxing retreat in the style of hotels in the "national park" tradition. Our acclaimed campus "Commons" food service offers a diverse and increasingly environmentally-sustainable menu of entrees and specialties, complemented by our social lounge, where informal receptions and functions often are held. For your special events, a variety of themed meals and serving options can be tailored to the needs of any group.

While it's impossible to get lost in our natural surroundings, we guarantee that you'll lose yourself in whatever subject brings you here. NCTC has been designed to put you in exactly the right frame-of-mind to learn, to test, to take chances, and to push your personal and professional capabilities to the limit.



USFWS | Todd Harless



USFWS | Cara Schildtknecht



USFWS | Ryan Hagerly



Our Community

Shepherdstown, West Virginia, the Mountain State's oldest community, is an intimate, charming setting, steeped in the history of the American Revolution and Civil War.

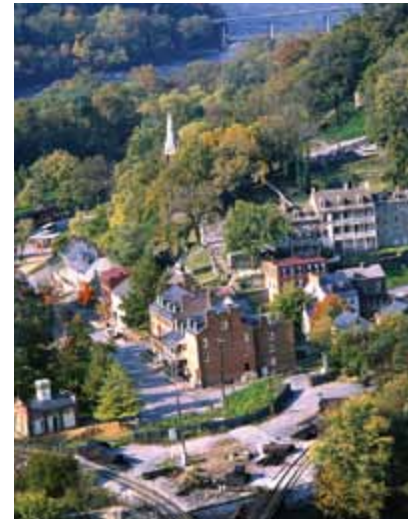
The view from nearby Harpers Ferry—where the Potomac and Shenandoah rivers converge—was “worth a trip across the Atlantic,” marveled Thomas Jefferson in 1801. A stroll or ride along the Chesapeake and Ohio Canal National Historical Park provides a contemplative way to enjoy the foliage and wildlife just across the Potomac River from NCTC. And there’s always our own campus nature trails for quiet, exercise, and relaxation.

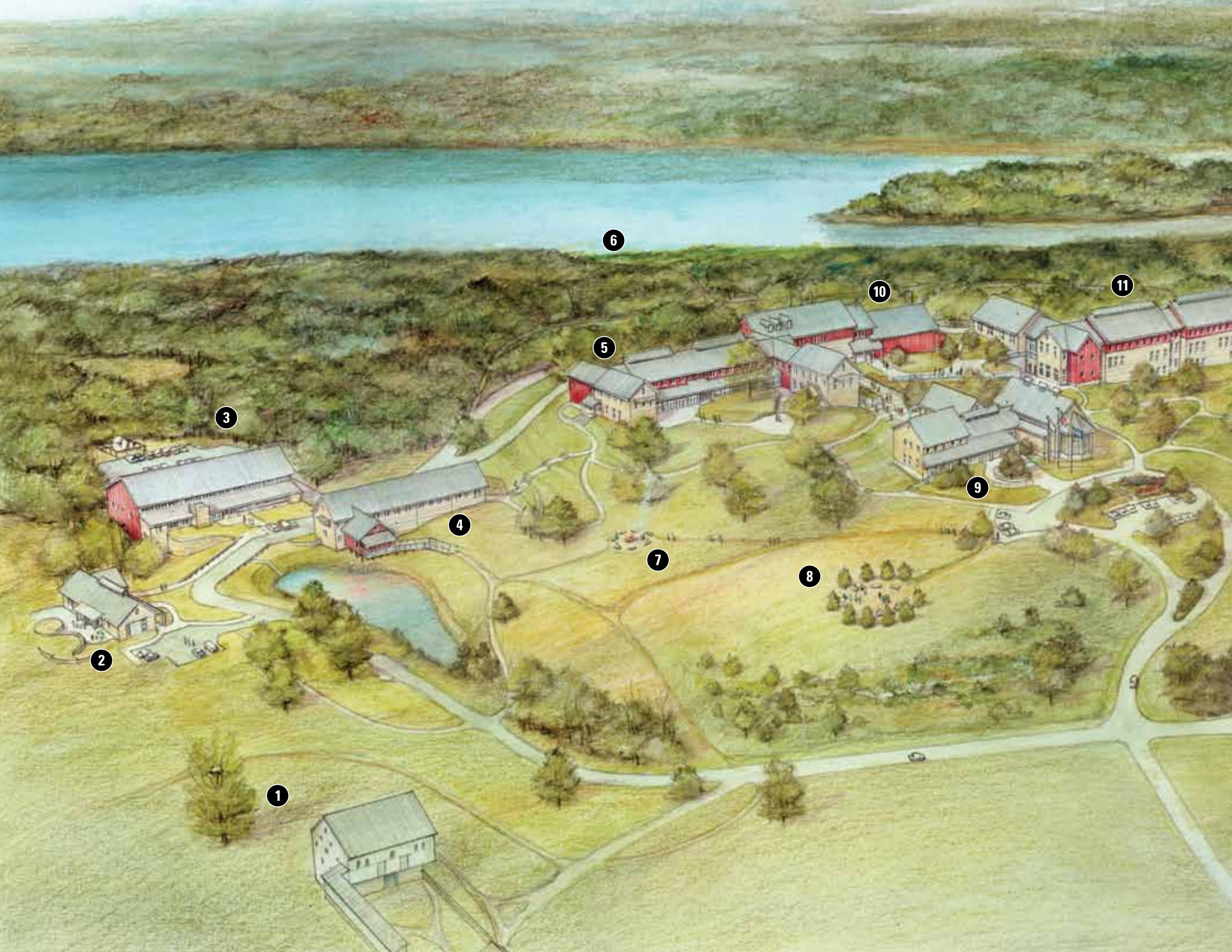
Shepherdstown is an academic hub for West Virginia’s Eastern Panhandle; a mecca for artists and artisans, writers and thinkers; and a small town with big ideas and talented people. You’ll discover our partnership with this

community in a variety of ways during your stay with us.

We collaborate with nearby Shepherd University, whose own students work and train here (and where you can earn course credit for your own NCTC training). Local residents volunteer in our library, farm our fields, and drop their kids at our campus day care.

NCTC was designed to blend harmoniously with Shepherdstown and its landscape. First-time guests tell us our campus seems as if it’s been here for a century, in its casual comfort and harmony with the land. Though we have been open for little more than a decade, we consider that high praise.





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- 1** Bald eagle nest tree on the Hendrix Farm property; please respect this private residence. Trails closed during nesting season.
- 2** “Children’s Treehouse” day care center for students, employees, local residents.
- 3** Distance Learning Production Facility—graphics, video, and TV production studios; copy center and publications unit.
- 4** West Pond Building offices.
- 5** “Instructional West”—classrooms and breakout areas on ground floor, administrative offices on second floor.
- 6** Potomac River fishing access area, reached by NCTC trail network, opposite Shepherd Island, Chesapeake and Ohio Canal National Historical Park, and Maryland shore. Antietam National Battlefield in the hills to the southeast.
- 7** Outdoor social and instructional area, one of several across campus; campus fire ring on the hill below, for evening activities.
- 8** NCTC elm grove, experimental area for the restoration of America’s famed shade tree, named in honor of the late Mark Benedict (1952 – 2006), beloved employee of The Conservation Fund and fellow colleague at NCTC.
- 9** “Entry/Auditorium”—check-in and front desk registration, Robert C. Byrd Auditorium, NCTC museum; Fish and Wildlife Service archive in basement (by appointment).
- 10** NCTC laboratory classrooms, with Fish and Wildlife Service “Fallen Comrades Memorial” plaza in front.
- 11** “Instructional East”—classrooms and breakout areas on ground floor, administrative offices on second floor, computer labs in basement.
- 12** “The Commons”—NCTC’s social heart of the campus; cafeteria on second floor; social lounge, “Roosevelt” living room, conservation library, and NCTC gift shop on ground floor.
- 13** Aldo Leopold Lodge—guest lodging, named for the father of wildlife conservation in America.
- 14** NCTC fitness facility, workout room, gymnasium, and showers; open to all.
- 15** Central heating and mechanical building.
- 16** Rachel Carson Lodge—guest lodging, named for America’s most acclaimed conservation author, a U.S. Fish and Wildlife Service employee.
- 17** J.N. “Ding” Darling Lodge—guest lodging, named for the originator of America’s “Duck Stamp” and first director of the Bureau of Biological Survey.
- 18** Olaus and Mardy Murie Lodge—guest lodging, named for the patron saints of the wilderness movement in America.
- 19** NCTC “Challenge Course”—site of outdoor learning training for numerous NCTC classes. Use only as part of supervised NCTC classes.



Our Training Programs

At the National Conservation Training Center, we believe that training represents an investment in our people, and a commitment to lifetime learning.

Continuous learning is a key responsibility for any public servant who aspires to contribute to the conservation of America's natural resources and to leave our world a little better than when we entered it.

More than 100,000 professional conservationists from all walks of life have passed through our training programs and used their knowledge to improve their capabilities and the natural environments they manage.

U.S. Fish and Wildlife Service employees will visit our Shepherdstown campus many times during the course of their careers. As new employees, they'll come to NCTC to be grounded in the mission and history of our agency and to learn the fundamentals of their jobs. They'll return for increasingly specialized and practical training in their own particular assignments, as knowledge and techniques evolve and as they

become managers and leaders. Some will serve as speakers, instructors, and coaches, giving back to the next generation of conservationists. They will participate in continuous Web-based distance learning opportunities, supported by the latest in technology, as they continue their NCTC relationship from afar.

People come to NCTC for short courses, workshops, public lectures, and evening programs from everywhere—from other Federal and state agencies, industry and academia, non-profit groups, and right here in our own West Virginia backyard. Whatever their training objective, they are welcome partners with us in the effective stewardship of the Nation's resources.

At NCTC, we provide you with an environment that frees you from everyday concerns and cares, so you

can concentrate on education and personal growth.

Once you return to your jobs and field stations, NCTC remains committed to you. Our support of the adult learner doesn't stop with the end of a class on a Friday afternoon. It continues for a lifetime.

We solicit your feedback and ideas on how we might become increasingly skilled teachers. And we invite your own stories—your successes and your failures—as valuable contributions to our instructional program.

Because we seek to learn from you, too.

Fish and Wildlife

Drawing on our strength as the Nation's oldest and most experienced wildlife conservation agency



At NCTC, coursework is drawn from the real-life experiences of U.S. Fish and Wildlife Service biologists, wildlife refuge and hatchery managers, and experts who work on both the land and the water.

From shorebird management and amphibian ecology to coldwater fish culture and genetics to road and utility corridor design for wildlife, NCTC's training embraces the latest trends in both the wildlife management profession and lifelong learning. We specialize in courses that focus on land management techniques, wildlife science, National Wildlife Refuge System policies, land acquisition, and aquatic resource management.

Academies/Workshops:

Comprehensive overviews of programs, policies, and issues affecting national wildlife refuges and the Fish and Wildlife Service realty program; integrated with training in interpersonal communications, conflict resolution, and personal growth.

Realty/Land Acquisition:

In-depth exploration of laws, principles, and procedures for Federal land acquisition and disposal.

Refuge Land Policy:

Training in the laws, policies, and planning that govern the protection and management of natural and cultural resources on refuges and other Federal lands.



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Wildlife Management:

Introductory and advanced instruction in the survey, monitoring, handling, and management of animals and plants, with extensive field training.

Fish Management:

Fish identification and ecology, genetics and disease, aquatic ecology, and geomorphology, in introductory and advanced sessions.



Field Techniques for Invasive Plant Management (CLM 2139)

Is your job site being invaded...by aliens?

Alien plant species, that is.

Have the methods you're currently using to combat these invaders proven less than effective?

Ready to learn the most current techniques for coping with threats to native flora and biodiversity where you work?

Then "Field Techniques for Invasive Plant Management" is for you. This practical, field-oriented training is designed for natural resource professionals—land managers, biologists, wage-grade employees—who are beginning or expanding their invasive plant management program.

This intensive week will equip you with tools you can carry back to the fight against alien invaders.

For a complete list of courses visit us on the Web!

<http://nctc.fws.gov>



Science

Directing science
toward sound
decisions in
today's resource
management
environment



At NCTC, we regard scientific training—and continual updating by distance learning as new advances in biology, technology, and adaptive management occur—as the underpinning of what you do every day as a fish and wildlife manager.

From a basic grounding in conservation biology and waterfowl ecology, to specialized instruction in freshwater biomonitoring, genetics, and statistical analysis, we offer the full spectrum of scientifically rigorous short courses for the professional wildlife manager.

NCTC's well-equipped laboratories and online education reinforce your classroom training experience. Basic training in the sciences is complemented by qualified and experienced instructors to keep you current in our profession. We constantly adapt our courses to the practical realities of your job.

Animal Husbandry/Health:

Propagation and culture techniques, equipment systems and data bases, health diagnosis and treatment for wild and captive populations, chiefly from the species restoration perspective.

Data Analysis/ Modeling/Monitoring:

Beginning and advanced courses that develop quantitative skills in sample design, resource monitoring, trend assessment, species distribution modeling, population analysis and statistics, viability analysis, organism-habitat relationships, and data analysis.



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Ecology and Management:

Plant and animal identification and ecology, genetics, sampling and management techniques, biological assessment, and invasive species.

Environmental Quality:

Skills that assess the fate, transport, and effects of environmental contaminants on natural resources, especially in ecological risk assessment, oil spill response, and damage assessment.

Habitat Assessment/Restoration:

Integrated skills in aquatic and terrestrial habitat assessment, monitoring, and restoration, including river and stream management.



Advanced Fisheries Management (CSP 2301)

Did you know that not all NCTC courses require you to travel to West Virginia?

This correspondence class complements our many on-site technical courses by providing students with the latest fisheries information that can be applied directly to their work.

“Advanced Fisheries Management” is a graduate-level class covering fisheries assessment and management. Through distance learning, students explore appropriate uses of inland fisheries sampling gear, develop sampling protocols and study sampling indices, identify characteristics of unexploited fish populations, and review the effects of harvest regulations on fish populations.

Students investigate each topic by studying published papers, reference materials, and case histories. Your instructor provides expert review and feedback on the written assignments for each topic.

Come to NCTC for advanced fisheries instruction...right at your desk!

For a complete list of courses visit us on the Web!

<http://nctc.fws.gov>



Policy

Setting the standards by which effective conservation is measured



B iologists are taking a more strategic approach to management of endangered and threatened species, to protection of trust species, and to conservation of priority habitat.

It's a reflection of the need for maximum effectiveness in how we approach our work, in an era of unmet needs, competing demands, and limited budgets.

NCTC offers a full range of policy and planning courses and workshops to acquaint you with the latest developments in conservation and the fundamentals of environmental law, policy, and regulation.

Conservation Policy and Regulation:

Broad overviews of policies and regulations for core programs of the U.S. Fish and Wildlife Service, including habitat conservation (Federal projects, wetlands, hydropower, private lands, coastal ecosystems, and environmental contaminants), endangered and threatened species, and key legislative mandates (such as the National Environmental Policy Act, Migratory Bird Treaty Act, and Fish and Wildlife Coordination Act).

Conservation Planning:

Design and evaluation of conservation plans for Fish and Wildlife Service programs using principles of

conservation biology, including population attributes and genetics and expanding into complementary skills like structured decision making and adaptive fish and wildlife management. Many courses offer mentoring opportunities to practice new skills on actual conservation problems, applying experiential learning techniques.

Endangered Species Conservation:

Knowledge and skills in the range of activities of this priority program, including endangered and threatened species listing, recovery, interagency consultation, and habitat conservation planning.



Interagency Consultation for Endangered Species (CSP 3116)

Endangered species protection is a responsibility of all Federal agencies. This obligation makes interagency consultation one of the Fish and Wildlife Service's busiest and most high priority activities.

"Interagency Consultation for Endangered Species" is geared to the needs of biologists who are on the cutting edge of conservation—those who sit across the table from other Federal agencies and tackle the project reviews vital to the survival of listed, proposed, and candidate endangered and threatened species.

This core NCTC course provides the basic information needed to conduct interagency consultations under Section 7 of the Endangered Species Act. From the differences between biological assessments and biological opinions to the standards for jeopardy and adverse modification opinions, "Interagency Consultation for Endangered Species" equips you with the tools necessary to conserve imperiled species in a changing world.

For a complete list of courses visit us on the Web!

<http://nctc.fws.gov>



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Technology

Improving management of the Nation's living resources with technological innovations



Accelerate

Technical training is our specialty at the National Conservation Training Center. We recognize that the most up-to-date hardware—backed up by a staff of experienced professionals—delivers the knowledge that the next generation must possess to be effective conservationists.

Geographic information systems (GIS) training for wildlife habitat management, regional and landscape-scale planning, cartographic design systems, and global positioning systems (GPS) instruction are among NCTC's most popular offerings.

Internet—Use and Applications:

Internet Web site application and development tools and techniques for communication, outreach, and management of information.

Logging and Information Systems:

Training in selected data collection systems, many specific to Fish and Wildlife Service applications.

Geographic Information Systems:

A suite of classes for GIS users, from biologists who use and analyze GIS data to GIS designers who develop and support geospatial systems for extended applications or specific sites.

Global Positioning Systems:

Introductory and advanced instruction in GPS technology, including navigation, mapping, and field data collection.

Field Technologies:

New field tools and technologies, including digital and remote camera applications for resource management.



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GIS Project Design for Natural Resources (CSP 7129)

Had your appetite whetted by introductory training in geographic information systems?

Are you ready to launch a GIS project at your refuge, park, or field office?

Get the skills you'll need for success with this popular course on GIS project planning, design, data acquisition, and database development and analysis.

Come prepared for individualized, one-on-one training from experienced GIS experts who'll get you started, using your own data, in building your own project, tailored to your own local needs.

If you've already begun a GIS project for your refuge, park, or conservation area, but are challenged by the design aspects of this process, this course will provide ample classroom time, computing resources, and access to instructors to help you move forward.

To see if this class is right for you, contact our designated course leader to discuss your own specific needs.

For a complete
list of courses
visit us on the Web!

<http://nctc.fws.gov>



People

Energizing our employees to become the next generation of leaders in conservation



Our success in the next century increasingly depends on how skillfully we mobilize our greatest asset—the men and women who devote their careers to conservation.

Unlocking this potential depends upon dedication, teamwork, and—most importantly— leadership at all levels necessary to reach our common goals.

We provide an entire range of leadership and supervision courses with you— the individual resource manager—in mind. For employees, we offer our own unique blend of short-term and long-range training in new employee orientation and interpersonal skills in practical ways that can be applied immediately to your job.

And when you can't come to Shepherdstown, we're as close as your computer, with a series of interactive broadcasts and self-paced instructional programs that update you on the latest in human resource skills.

Supervision:

A full suite of courses providing basic and advanced instruction in supervision, with special emphasis in employee development, U.S. Fish and Wildlife Service policies and procedures, and coaching fundamentals.

Leadership:

A variety of learning models and self-assessment tools that allow current and emerging leaders in conservation to experience and to test behavioral change in their professional and personal lives. Classroom and in-field experiences push capabilities, challenge old assumptions, and remove fear of change in our evolution as leaders.

Employee Orientation:

Motivating sessions for new Fish and Wildlife Service employees in their first years in the agency, designed to orient them to the agency and its mission and to retain them as employees as they launch their conservation careers.

Interpersonal Skills:

The skills you need to be effective in your job, from meeting facilitation, team building, and instructor training to self-awareness skills and interpersonal communication.

NCTC "Challenge Course":

Our certified "Challenge Course" presents a series of outdoor, low-rope elements that take individuals and teams through a series of learning activities such as problem-solving, decision making, and communication. An activity that's tailored to the individual's own choices, the "Challenge Course" is intended to enhance a person's self-awareness, trust, and respect within a team.



USFWS | Ryan Hagerty



"The Leadership Challenge"® Workshop (LED 6109)

Did you know *anyone* can be a leader. . .regardless of age or experience?

Here's where you can make extraordinary things happen.

Join us in The Leadership Challenge Workshop® to discover the practices that leaders use to transform values into actions. . . visions into realities. . .obstacles into innovations. . .separateness into unity. . .and risks into rewards.

You'll approach leadership as a learnable, measurable, and teachable set of behaviors. In this workshop, you'll analyze your personal feedback report, while learning through video case studies, group activities and discussions, lectures, and workbook exercises. You'll also develop a personal or organizational vision, and a committed action plan to focus and reinforce your leadership growth.

The leaders of tomorrow are being developed and nurtured today at NCTC. The Leadership Challenge Workshop®—a proven leadership model — proclaims "leadership is everyone's business!"

For a complete
list of courses
visit us on the Web!

<http://nctc.fws.gov>



Partnerships

Engaging the public and our conservation partners by making them an essential part of the equation



Success in natural resource conservation means gaining public support for and active participation in our profession's programs and policies.

In times of lean budgets and limited staff, professional natural resource agencies simply cannot do the job alone.

We're pioneering new approaches at NCTC to involving people in wildlife conservation. We're leading the way in the growing "children and

nature" movement. And we're tapping the experience and knowledge of U.S. Fish and Wildlife Service field employees for real-life case studies used in our classroom instruction and distance learning.

Collaboration:

"Nuts and bolts" of partnerships, especially for field stations where resources may be limited. Creating and sustaining partnerships, especially with nonprofit groups; grant writing; and consensus building on controversial resource issues.

"Connecting People with Nature":

Innovative training and consultant services for those on the cutting edge of the growing "children and nature" movement, including technical advice on creating outdoor classrooms and schoolyard habitats and conducting field-based environmental education during non-school periods.



Conservation Partnerships in Practice (LED 5155)

Interested in developing a landscape conservation cooperative, a fisheries habitat action plan, or any other type of conservation partnership?

Facing challenges in working with local landowners, agencies and organizations, or tribes?

Looking for practical training that can be applied immediately?

Look no farther!

"Conservation Partnerships in Practice" is our advanced-level, experiential training in partnerships, where participants interact with those who successfully have pursued projects similar to your own.

This is no theory course.

It's relentlessly practical ... open-discussion ... and aimed at making you and your partnership a success!

For a complete list of courses visit us on the Web!

<http://nctc.fws.gov>



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Communications

Reaching multiple audiences in multiple ways with innovative approaches



At NCTC, you'll encounter a rich and stimulating mix of training that enables you to communicate what we do to audiences that hold the keys to your success. Most natural resource professionals have long since discovered that conservation of fish and wildlife is largely about the management of people—their needs, their goals, their aspirations.

At NCTC, we offer a range of courses to equip you with the “people skills” demanded of today’s conservation manager. The human side of our profession forms a big part of the NCTC curriculum, including media and Congressional relations, critical writing and outreach fundamentals, and volunteer recruitment and partnerships.

Communications Skills:

Natural resource communications techniques and technology, Congressional operations seminar, conservation grant writing, new media, and Web-based communications skills.

Outreach Fundamentals:

Basic steps to develop and evaluate an effective outreach program; making outreach an integral part of your program’s success, with skills-building instruction in media and Congressional relations and strategic planning.

Visitor Services:

Introductory visitor services skills for wildlife refuges and fish hatcheries; working with friends groups; volunteer recruitment and management; environmental

education planning and teacher training; interpretation; nature accessibility through hunting, fishing, birding, photography, trails, and outdoor classrooms at schools.

Environmental Education:

Classes that have proven to be some of our most popular offerings, tailored to the specific needs of the Federal and state land manager. Classes include introductory courses in environmental education and interpretation, and more in-depth sessions on evaluation of educational programs and methods.



Social Media and Digital Content Development (CLM 7157)

Are you going *beyond* the print medium and the Web to communicate our Fish and Wildlife Service messages?

Are you getting those messages to that “niche” audience?

Are you taking full advantage of all of the ways to reach “niche” audiences through social media?

“Social Media and Digital Content Development” will help you propel your communications to the next level by showing how to use social media sites available to Fish and Wildlife Service employees (Facebook, Twitter, YouTube, and Flickr).

You’ll also learn how to create digital content for these sites, and how to produce captivating postings on Facebook and Twitter. Our course also offers skills-building in the taking, editing, and cataloging of amazing photos for posting on Flickr; shooting and editing YouTube videos; and recording and editing audio files for audio podcasts. Once you’ve created your content, you’ll learn agency policies and posting procedures for appropriate social media sites.

For a complete list of courses visit us on the Web!

<http://nctc.fws.gov>



USFWS | Cara Schildtmecht

Training from NCTC Partners

Rounding out
our curriculum
with training
offered by unique
conservation
partners



In our first decade of service to America's natural resource professionals, we've emerged as the premier destination for training in conservation.

Much of our strength stems from the partnerships we've formed with other sectors of the conservation community. Complementing the range of traditional classroom, field, and distance learning instruction developed and presented by the U.S. Fish and Wildlife Service, our Shepherdstown campus is home to others who offer specialized training, workshops, and events of interest to today's wildlife manager.

We've organized our campus and our curriculum to provide these "value-added" features, making Shepherdstown a true crossroads for conservation, whether you work for government, private industry, nonprofit agencies, or academia.

Arthur Carhart National Wilderness Training Center:

The values and benefits of wilderness in American conservation are the focus of the interagency Arthur Carhart National Wilderness Training Center in Montana, named for a pioneer wilderness advocate in the U.S. Forest Service. Located on the campus of the University of Montana in Missoula, the Carhart Center was formed in 1993 to perpetuate wilderness education and is supported by the Bureau of Land Management, USDA Forest Service, National Park Service, and U.S. Fish and Wildlife Service.

NCTC is your connection with the Carhart Center and its variety of online and classroom courses in wilderness stewardship and planning, management, interpretation, and visitor use. Training is provided in a variety of locations across the United States, often in remote, rustic locations. <http://carhartwilderness.net>; 406/243 4644

Supplementing the Carhart Center's roster of courses is a series of self-paced distance education courses via Internet or correspondence from the University of Montana. Undergraduate and graduate credit is available through its College of Forestry and Conservation's "Wilderness Management Distance Education Program."

<http://wmddep.wilderness.net>;
406/243 5346

Conservation Leadership Network:

Where are some of the most interesting conversations in conservation taking place today? Many who have come to NCTC say it's happening right here, through the "Conservation Leadership Network," a project of The Conservation Fund, a national nonprofit conservation organization, and its many partners in the public and private sectors.

Formed in 1998, the Conservation Leadership Network brings together diverse constituencies to forge conservation solutions at ground level. We accomplish our goals through training, technical assistance, meetings, and other forms of capacity building.

Whether it's instruction or workshops in global climate change, strategic conservation through green infrastructure, conservation financing, mitigation banking, or gateway community conservation and commerce, this is where the history of conservation in 21st century America is being written.

Courses through the Conservation Leadership Network offer an added advantage: they can be tailored to your needs and presented in locations convenient to your organization.

The Conservation Fund

http://www.conservationfund.org/training_education/upcoming_training_courses;
304/876 7462

Agency Liaisons:

We're pleased to have representatives from two Interior Department land and resource management agencies right here on campus: the Bureau of Land Management and the National Park Service. Our liaisons seek to expand cross-agency collaboration and to improve the effectiveness of interagency training programs. They explore and pursue opportunities for partnerships, with a focus on joint project development through knowledge sharing and transferring, funding, design, advertisement, delivery, recruitment, evaluations, and validation of training. They also serve as a conduit to their respective agency resources and staffs. Both agencies hold agency-specific training courses, distance learning broadcasts, and special events here at NCTC. Employees of each agency are encouraged to take advantage of the "no tuition" policy that allows their participation in NCTC's public courses. We invite you to coordinate with our agency liaisons to enhance interagency collaboration on training for natural and cultural resource professionals.

Bureau of Land Management

304/876 7464

National Park Service

304/876 7467



Perpetually Curious Learners Want to Know:

What's it like at NCTC?

Like no place you've ever trained. We're certainly not your typical conference center or hotel experience.

NCTC was designed *by* conservation professionals *for* conservation professionals, in harmony with the land and its natural features. You're more likely to see a bald eagle or a flock of wild turkeys out your window than traffic or shopping malls.

You're likely to bump into a visiting Senator, an acclaimed author, or a noted scientist during at least one of your visits. Our evening lectures, special programs, and acclaimed learning facilities draw the very best from American conservation.

What will I do here?

First, you'll relax. Most folks choose to decelerate a bit after their arrival, in our 532 acres of woodlands, hiking trails, and Potomac River waterfront.

You may find your cell phone, iPod, and ever-lengthening daily "to do" list become increasingly irrelevant as your week goes by. You'll spend more time getting to know people—your fellow students and the good people who'll be taking care of you during your stay.

You'll laugh, debate, ponder, and rethink a lot more here than normal. That's when the real learning begins.

How will I learn here?

Your class, distance learning course, or special event will be tailored with your own special needs in mind.

Many of your classes will be outdoors at least part of the time, so come prepared and dress appropriately for anything from a hillside global positioning class to knee-deep Potomac River electro-fishing.

You'll be supported by some of the finest and most up-to-date technology to aid you in training for the changing demands of your job.

Your training may range from engaging lectures and panel discussions to field assignments to a run through our "Challenge Course," or an on-air broadcast or Webinar with your fellow employees across the country.

After your day in the classroom, we invite you to work out in our gym, eat a good dinner in the dining hall, and meet friends and new acquaintances in the social lounge.

Where will I live here?

If you've ever stayed at a national park lodge, you've already had a taste of NCTC. Simple, practical private rooms with a rustic feel, amid quiet surroundings. You'll enjoy private baths, kitchenettes, in-building laundry

rooms, and your own comfortable living room, where conversation and late-night snacks can be enjoyed.

We are a walking campus. Cars are generally something we park and forget for a week. For those with special needs, you'll find NCTC completely compliant with the Americans With Disabilities Act.

What's the food like here?

Our research shows that the most direct route to the mind is through the stomach. You can anticipate some of the finest, most diverse, and creatively prepared dining in your training career.

During your stay you'll eat three meals a day in our Commons cafeteria, where offerings range from hearty meat-and-potatoes fare to creative vegetarian options, light snacks and sandwiches, and an expanding variety of "green" offerings and locally-grown produce.

Your setting for dining is our window-lined cafeteria, set up family-style. We follow green principles at NCTC and scrupulously minimize waste and overconsumption, and recycle as much as we can. In the late evening hours, enjoy the hospitality of our WiFi-equipped social lounge, where local and imported ales and wildlife-friendly wines are served, and the ambience of our "Theodore Roosevelt" living room.

Break service outside your classroom includes breads, pastries, and those famous NCTC chocolate chip cookies, home-baked every Thursday afternoon.

How will I get here?

NCTC is about 85 miles northwest of the Washington, D.C. metro area, in the beautiful Blue Ridge hills of West Virginia's Eastern Panhandle. We are about a 15-mile drive from Interstates 81 and 70.

Air travelers have multiple options—either Washington Dulles, Thurgood Marshall International (BWI/Baltimore), or Ronald Reagan National (Washington, D.C.). At modest cost, NCTC provides shuttle service between NCTC and Washington Dulles. We encourage ride-sharing of rental cars and carpooling, since once you get to NCTC, you probably won't want to drive anywhere else. If you do, you'll find both Harpers Ferry National Historical Park and Antietam National Battlefield a convenient 15-minute drive away. The Chesapeake and Ohio Canal National Historical Park (ideal for hiking and biking) is just across the Potomac and Gettysburg National Military Park is barely an hour away.

What special events can I bring here?

We carefully manage our blend of classes, distance learning programming, and special events



so that they all tie directly to conservation, because that's our purpose and our mission.

But NCTC's facilities are available for contract rental for independent training, workshops, meetings, and retreats by large groups, and for pretty much any function that calls for education about the environment.

In addition to our standard classrooms, auditorium, science labs, distance learning broadcast center, on-site dining, and lodging capability of 225 rooms, NCTC offers a complete package of audio-visual support, photographic assistance, and photocopy and notebook production capabilities for most any type of meeting you could envision. Our expanding, Web-based distance learning capabilities allow you to extend the reach of your meeting or event even farther.

When you wish to hold an event at NCTC, a meeting planner will assist you with pre-planning and on-site logistical needs for the duration of your stay.

What Does All This Cost?

In our scheduled classes, U.S. Fish and Wildlife Service employees are not charged for training or room and board. Our other guests pay a daily rate for room and board. Tuition for other organizations and individuals is based on a graduated-cost scale, depending upon the length of your course. Accommodations and meals are charged at the local per diem rate, which is very favorable, indeed, in West Virginia.

For events, we'll work with you to plan your program. With your personalized contract comes our assurance of success for your meeting or workshop.

How Do I Sign Up?

Fish and Wildlife Service and other Interior Department employees, and anyone else eager to come to NCTC, can register for a class at <http://nctc.fws.gov>. See "How to Apply for Classes?" on page 33 of this brochure.

Our Web site (<http://nctc.fws.gov>) provides additional details and cancellation policies.

To arrange your special event, it's even simpler. Just pick up the telephone and call one of our event planners at 304/876 7220.

For a complete
list of courses
visit us on the Web!

<http://nctc.fws.gov>





New England-New York

Political Reorganization
Regional Fragmentation Change
c. 1700 - 1800



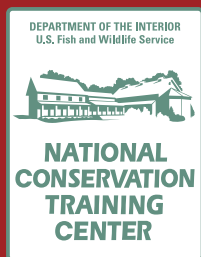
How Do I Apply for Classes?

It's simple ...
it's a snap ...
and it's online.

The only thing quicker than learning at the National Conservation Training Center is signing up to come here.

We call it our "Learning Management System"—a fancy term for one-stop shopping for courses at NCTC. Once you've picked your classes ... apply, register, and enroll by starting at our Web site, <http://nctc.fws.gov>.

First, tell us whether you're a Department of the Interior employee ... or anyone else. (Either way, you'll be welcome here at NCTC!)



Interior Department Employees

- 1 Visit: <http://nctc.fws.gov>. Click "Upcoming Courses." Whatever course catches your eye, click the title to read more. Or just search by key word.
- 2 Select your course. Register at the lower right-hand corner of the page. Check often—we're always adding new courses.
- 3 You'll be prompted to log into DOI Learn. Complete your registration. Sign up at least 10 weeks ahead, please.
- 4 Any special needs? Tell us, so we can best accommodate your stay.
- 5 Get your supervisor's approval (always a good thing!).
- 6 Then come to NCTC. Learn ... think ... relax ... enjoy ... repeat as often as possible.

All Others

- 1 Go to: <http://nctc.fws.gov>. Click "Upcoming Courses." Scroll our offerings; a click on the course title gives more details. Key words work, too. Click on the link to DOI Learn.
- 2 Pick your course, noting title and course number. Then visit <http://nctc.fws.gov> and click on "DOI Learn Public Course Catalog."
- 3 Search for your course by that title or course number. Remember, we need your sign-up 10 weeks ahead, please, and tell us of any special needs you have.
- 4 Provide payment information *before* you apply for any class with tuition costs.
- 5 If you need someone else's approval, get it. If you don't, you're almost here!
- 6 Come ... learn ... think ... relax ... enjoy ... repeat as often as possible.

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USFWS | Brian Jonkers