



DoD Natural Resources Training Workshops: Sikes Act, Endangered Species Act

Project # 10-417

Background:

In 2008, the U.S. Department of Defense (DoD) Legacy Resource Management Program funded a 3-day *Maintaining and Implementing Sustainable Integrated Natural Resources Management Plans (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 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 a more advanced *Sikes Act Implementation* course. Later, due to the success of these courses, Booz Allen was asked to develop an advanced *Endangered Species Act (ESA) Implementation* course during the same project period.

Objective:

This project sought to update and enhance the *Sikes Act 101* course, finalize and implement the *Sikes Act Implementation* training course, and develop and beta test an *ESA Implementation* course. The primary goal for each course is to educate DoD natural resources personnel and offer them real world lessons to apply at their installation.

Summary of Approach:

Booz Allen staff updated materials for the two Sikes Act courses based on previous course offerings. We also identified reviewers and subject matter experts at designated federal agencies and the Military Services to provide input for the *ESA Implementation* course materials. Booz Allen staff then worked with key stakeholders and identified participants, coordinated with instructors, prepared attendee materials, updated/created modules to reflect current natural resources-related laws and issues, ensured legal review, provided onsite implementation support at meeting venues, and conducted follow-up actions (i.e., wrote thank you letters to instructors, designed certificates for course participants, created a course evaluation form and analyzed feedback, and noted important lessons learned for each course offering).

Benefit:

Evaluation results indicate that the courses provided personnel in the field with concrete, on-the-ground tools and knowledge to implement compliance and conservation measures that align with the Secretary of Defense's environmental priorities. For example, the courses support DoD's ongoing efforts to guarantee no net loss to mission capability, protect its natural resources, and comply with DoD policies and existing laws, including DoDI 4715.03, the Sikes Act, ESA, and Executive Order 13514 (Sustainability). The courses also improve INRMPs by providing information and training to DoD natural resources managers and enhancing cooperative partnerships. Further, the courses fulfill the DoD, USFWS, and AFWA Memorandum of Agreement (January 2006); facilitate regulatory and stakeholder cooperation; and highlight DoD's stewardship efforts in support of mission activities.

Accomplishments:

This project updated, refined, and provided one offering of the *Sikes Act 101* course and two offerings of the *Sikes Act Implementation* course. It also developed, reworked, and provided two beta offerings of the *Endangered Species Act Implementation* course. Specific course offerings included:

1. *Sikes Act 101*: Navy Natural Resources Management Training, 10/19/2010 (San Diego, CA)
2. *Sikes Act Implementation*: National Guard Bureau's Natural and Cultural Resource Program Implementation, 08/19/2010 (Laramie, WY); Navy Natural Resources Management Training, 10/20/2010 (San Diego, CA)
3. *Endangered Species Act Implementation*: Navy Natural Resources Management Training, 01/26/2011 (San Diego, CA); National Military Fish and Wildlife Association Meeting, 03/14/2011 (Kansas City, MO)

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

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