

Food Security Act Wetland Conservation Compliance Job Approval Authority, Training Requirements

updated August 06, 2015

Refer to Colorado's Wetland Conservation Compliance (WCC) Provision Improvement Action Plan for the full requirements of obtaining WCC job approval authority (FOTG, Section III, Legislated Programs).

Required for all WCC Tasks	Level 1	Wetland Identification for Food Security Act Purposes: Phase 1 NRCS-NEDC-000268. AgLearn Online Course (approx. 24 hrs.)
	Level 2	Wetland Identification for Food Security Act Purposes: Phase 2 Application NRCS-NEDC-000254. Instructor-led (36 hrs.). Note: If training was not received on the regional supplement(s) applicable to the employee's work area; additional training may be needed. Contact the State Biologist.

Required Training for Specific WCC Tasks

Hydric Soils	Level 2	Training course or on-the-job training with a WCC agency expert; covering soil texturing, Munsell color chart, and Field Indicators of Hydric Soils, v7.0. <i>Course Offerings (completion of one meets the requirement):</i> <ul style="list-style-type: none"> ▪ Hydric Soils for Wetland Delineation NRCS-NEDC-000022 ▪ Regulatory IV - Identification and Delineation of Wetlands (COE) ▪ Basic Hydric Soil Identification (SWS)
	Level 3	Field experience (≥2 years as a regular job duty) with hydric soil identification that includes significantly disturbed or naturally problematic sites (including making the determination of normal circumstances, per NFSAM) <i>and/or</i> <ul style="list-style-type: none"> ▪ Advanced Hydric Soils for Soil Scientists NRCS-NEDC-000024 ▪ Online Certified Hydric Soils Investigator (SWS)
Refresher: If obtained prior to 2010, a refresher course will be required to cover the Field Indicators of Hydric Soils, v7.0.		
Hydrophytic Vegetation	Level 2	Training course or on-the-job training with a WCC agency expert; covering use of vegetation keys, Nat. Wetland Plant List (NWPL), and calculating the rapid test, dominance test, and prevalence index. Training must include NFSAM policy variances to the Corps methodology. <i>Course Offerings:</i> <ul style="list-style-type: none"> ▪ Wetland Determination/Delineation Refresher (CO NRCS) ▪ Wetland Plant Identification (FWS NCTC, CSP3107) ▪ Regulatory IV - Identification and Delineation of Wetlands (COE)
	Level 3	Training course or on-the-job training with a WCC agency expert; covering disturbed and problematic sites, use of vegetation reference/comparison sites (per NFSAM), and advanced training on hydrophytic vegetation. <i>Course Offerings (one or more may be needed):</i> <ul style="list-style-type: none"> ▪ Advanced Plant ID: Grasses, Sedges, Rushes... (FWS NCTC, CSP3130) ▪ Online Certified Wetland Botanist (SWS)
Refresher: If obtained prior to 2012, a refresher course will be required on NWPL. If obtained prior to 2010, a refresher course will be required on NFSAM policy variances to the Corps methodology.		

Wetland Hydrology	Level 2/3	Training course or on-the-job training with a WCC agency expert; covering hydrologic determination of normal circumstances, determination of typical and atypical sites, use of hydrology primary and secondary indicators. Training must include NFSAM policy variances to the Corps methodology. <i>Course Offerings:</i> <ul style="list-style-type: none"> ▪ Wetland Determination/Delineation Refresher (CO NRCS) ▪ Online Certified Wetland Hydrologist (SWS) ▪ Regulatory IV - Identification and Delineation of Wetlands (COE)
	Refresher: If obtained prior to the current regional supplement, a refresher course will be required (Arid West, 2008; GrPlains, 2010; W.Mnt, 2010). If obtained prior to 2010, a refresher course will be required on NFSAM policy variances to the Corps methodology.	
State Off-Site Methods	Level 2/3	Training course or on-the-job training with a WCC agency expert; covering Colorado's approved off-site methodology. <i>Course Offerings:</i> <ul style="list-style-type: none"> ▪ Wetland Determination/Delineation Refresher (CO NRCS)

Technical Determination	Level 2	Training course or on-the-job training with a WCC agency expert; covering NFSAM labels, label restrictions, and exemptions; scope and effect determinations; and documentation and process necessary to complete a Preliminary and Final Certified Wetland Determination (including appeals rights). <i>Course Offerings:</i> <ul style="list-style-type: none"> ▪ NFSAM WCC Certified Wetland Determinations (CO NRCS) - Required ▪ Hydrology Tools for Wetland Determination NRCS-NEDC-000025 (optional)
	Level 3	Requires Level 3 JAA for all Wetland Determination/Delineation tasks, and <ul style="list-style-type: none"> ▪ NFSAM WCC Agency Experts (CO NRCS) - Required

Functional Assessment	Level 2	Training course or on-the-job training with a WCC agency expert; covering Colorado's approved functional assessment protocol. <i>Course Offerings:</i> <ul style="list-style-type: none"> ▪ TBD (CO NRCS)
	Level 3	<ul style="list-style-type: none"> ▪ NFSAM WCC Agency Experts (CO NRCS) - Required
Compliance Review & Violation Investigation	Level 3	Training course, or on-the-job training with a WCC agency expert. Field experience will be evaluated on a case-by case basis. <i>Course Offerings:</i> <ul style="list-style-type: none"> ▪ NFSAM WCC Agency Experts (CO NRCS) - Required
Appeals	Level 3	Completed by the State Biologist or as identified by the State Conservationist.
Good Faith & Mitigation	Level 3	Completed by the State Biologist or as identified by the State Conservationist.
Quality Assurance	Level 3	Completed by the State Biologist or as identified by the State Conservationist.

Note: Colorado will offer a wetland determination/delineation refresher course bi-annually (or as needed). Please refer to Colorado's Training Catalog (CO SharePoint, Admin, Training).

Separation of Duties: On-the-job training for those who are service center staff will not occur within their primary service area; to ensure separation of duties.



**Food Security Act
Wetland Conservation Compliance
Job Approval Authority, Training Record**

NRCS Employee: _____

Service Area: _____

Date Completed _____
 _____ Wetland Identification for Food Security Act Purposes: Phase 1
 _____ Wetland Identification for Food Security Act Purposes: Phase 2

Hydric Soils	On-the-job training provided by: _____
	Field Experience. Explain briefly: _____
	Hydric Soils for Wetland Delineation NRCS-NEDC-000022
	Regulatory IV - Identification and Delineation of Wetlands
	Advanced Hydric Soils for Soil Scientists NRCS-NEDC-000024
	Online Certified Hydric Soils Investigator (SWS)
	Refresher course: _____
	Other Course: _____
	Level 2 JAA proficiency demonstrated (limited oversight on two determinations).
	_____ Signature of the approving WCC Agency Expert

Vegetation	On-the-job training provided by: _____
	Wetland Determination/Delineation Refresher (CO NRCS)
	Wetland Plant Identification (CSP3107)
	Regulatory IV - Identification and Delineation of Wetlands
	Advanced Plant ID: Grasses, Sedges, Rushes and Composites (CSP3130)
	Online Certified Wetland Botanist (SWS)
	Refresher course: _____
	Other Course: _____
	Level 2 JAA proficiency demonstrated (limited oversight on two determinations).
	_____ Signature of the approving WCC Agency Expert

Hydrology	On-the-job training provided by: _____
	Wetland Determination/Delineation Refresher (CO NRCS)
	Regulatory IV - Identification and Delineation of Wetlands
	Online Certified Wetland Hydrologist (SWS)
	Refresher course: _____
	Other Course: _____
	Level 2 JAA proficiency demonstrated (limited oversight on two determinations).
	_____ Signature of the approving WCC Agency Expert
	Level 3 JAA proficiency demonstrated (independent* on two determinations).
	_____ Signature of the approving WCC Agency Expert

Off-Site Methods	On-the-job training provided by: _____
	Wetland Determination/Delineation Refresher (CO NRCS)
	Other Course: _____
	Level 2 JAA proficiency demonstrated (limited oversight on two determinations).
	_____ Signature of the approving WCC Agency Expert
Level 3 JAA proficiency demonstrated (independent* on two determinations).	
_____ Signature of the approving WCC Agency Expert	

Technical Determination	On-the-job training provided by: _____
	NFSAM WCC Certified Wetland Determinations (CO NRCS)
	Wetland Determination/Delineation Refresher (CO NRCS)
	Hydrology Tools for Wetland Determination NRCS-NEDC-000025 (optional)
	NFSAM WCC Agency Experts (CO NRCS)
Other Course: _____	
Level 2 JAA proficiency demonstrated (limited oversight on two determinations).	
_____ Signature of the approving WCC Agency Expert	
Level 3 JAA proficiency demonstrated (independent* on two determinations).	
_____ Signature of the approving WCC Agency Expert	

Functional Assessments	On-the-job training provided by: _____
	NFSAM WCC Agency Experts (CO NRCS)
	Other Course: _____
	Level 2 JAA proficiency demonstrated (limited oversight on two determinations).
	_____ Signature of the approving WCC Agency Expert
Level 3 JAA proficiency demonstrated (independent* on two determinations).	
_____ Signature of the approving WCC Agency Expert	

Compliance	On-the-job training provided by: _____
	Field Experience. Explain briefly: _____
	NFSAM WCC Agency Experts (CO NRCS)
	Other Course: _____
	Level 3 JAA proficiency demonstrated (independent* on two reviews).
_____ Signature of the approving WCC Agency Expert	

* Independent completion (for training purposes) will still require review and signature by a WCC Agency Expert.

Supervisors Signature

NRCS State Biologist Signature

Job approval authority may be granted upon successful completion of the above mentioned criteria, and by recommendation of the supervisor, by submitting this training record and any applicable certificates to the NRCS State Biologist. The final determination will be made by the NRCS State Conservationist.