



Minnesota Ecological Science Job Approval Authority

Conservation Cover (327)

DEFINITION:

Establishing and maintaining permanent vegetative cover.



Job Classes	Control Factors
	Practice Purpose
Job Class I	Non-wildlife purpose
Job Class II	Wildlife purposes
Job Class III	Pollinator purposes
Job Class IV - V	All

CONTROL FACTORS:

- Non-wildlife purpose – introduced mixes (e.g. soil erosion)
- Wildlife purpose – *native mixes*
- Pollinator purpose – *diverse prairie mixes*

National KNOWLEDGE, SKILLS, AND ABILITIES (KSA):

1. Knowledge of State's Crops and Cropping Systems
2. Knowledge of Soil Health and Management
3. Ability to use Current Wind and Water Erosion Prediction Tools
4. Knowledge of Tillage Systems used in the State
5. Knowledge of Wildlife Management and Adaptive Plant Species

Minnesota Guidance: *KSA's are unique to each practice phase (planning/design/certification). Planning & Certification are typically awarded class "ALL". Design phase consider a Job Class II unless they have the skills to design Pollinator (diverse prairie) mixes then it would be an "ALL".*

Reviewer & Date Minnesota KNOWLEDGE, SKILLS, AND ABILITIES (KSA) needed:

Inventory and Evaluation (I&E) Planning

-Job Class I-

- Read and understand the standard, applicable implementation requirements (IR), and statement of work (SOW)
- -Job Class II & III-
- Ability to use applicable wildlife habitat evaluation guides.

Design and Development of the Conservation Practice Requirements

-Job Class I-

- Develop introduced seeding plan using the MN NRCS Seed Calculator.
- Knowledgeable of the recommendations found in Agronomy Technical Note #31
- Ability to read soil tests and develop fertilizer recommendations (refer to ATN #31). Develop temporary cover plan, if applicable.

- Knowledge of planting dates for introduced plant species used.
- Knowledge of planting methods and equipment.
- Knowledge of site preparation methods for annual crop fields.
- Knowledge of soil moisture zones. (dry, dry/excessively drained, mesic/well drained, wet/poorly drained)

-Job Class II-

- Develop native seeding plan using the MN NRCS Seed Calculator.
- Knowledge of functional plant groups (warm season grasses, cool season grasses/sedges, non-legume forbs, legume forbs, woody species, etc)
- Knowledge of planting dates for native plant species used.
- Knowledge of planting methods and equipment for native seedings.
- Knowledge of site preparation methods for transitioning from one perennial plant community to another.

-Job class III-

- Knowledge of target pollinator species (monarch, honeybee, bumblebee, etc.), preferred plant species (Monarch Nectar Plant List, Honeybee Plant Rankings, etc.) and host plant relationships
Knowledgeable of the recommendations found in Agronomy Technical Note #9, *found on MN FOTG*.

Installation Oversight and Certification

-Job class I-

- Ability to read seed tags.
- Ability to calculate pure live seed.
- Ability to identify at least (6) approved introduced plants used for 327 seedings.
- Ability to identify at least (7) common weeds in Minnesota.
- Knowledge of Minnesota Seed Law and MN Noxious Weed Law.
- Knowledge of operation and maintenance for introduced vegetative establishment.
 - *(i.e. mowing & herbicide strategies)*
- Ability to determine if an herbaceous seeding is established based on Ag Tech Note #17

-Job Class II & III-

- Ability to identify at least (12) native prairie graminoids, forbs, and woody species.
- Knowledge of early establishment strategies for native vegetation (e.g. companion crops, mowing, spot-treatment herbicides, etc.)
- Knowledge of operation and long-term maintenance for native vegetation
(i.e. mowing & herbicide strategies, prescribed fire, conservation grazing, brush management, etc.)

Common Associated Practices

Conservation Cover (327) is commonly applied with practices such as Brush Management (314), Critical Area Planting (342), Tree and Shrub Establishment (612), and Upland Wildlife Habitat Management (645), Wetland Restoration (657).