USDA United States Department of Agriculture

Minnesota Ecological Science Job Approval Authority

Wildlife Habitat Planting (420)

DEFINITION:

Establishing wildlife habitat by planting herbaceous vegetation and shrubs.

Job Classes	Control Factors
	Complexity of wildlife objectives (e.g. Seed Mix)
Job Class I	Low
Job Class II	Medium
Job Class III - V	High/All

CONTROL FACTORS: Degree, or level, of difficulty.

- Low: native mixes
- Medium: diverse prairie mixes
- High: specialized habitat for species like monarchs

National KNOWLEDGE, SKILLS, AND ABILITIES (KSA):

1. Knowledge of priority species / habitats as identified in State Wildlife Action Plan and State-approved species management plans.
2. Knowledge of species / habitat relationships within State.
3. Skills to use Wildlife Habitat Evaluation Guide (WHEG) or Habitat Suitability Index (HSI).
4. Ability to identify wildlife habitat limiting factors and supporting conservation practices needed to address limiting factors.
5. Ability to assess effectiveness of practices implemented in improving habitat conditions for wildlife.

Minnesota Guidance: KSA's are unique to each practice phase *(planning/design/certification).* Planning and Certification are typically awarded class "ALL". In general, consider Job Class II an appropriate level for the Design phase unless the planner has demonstrated skill in designing more complex mixes such as monarch and pollinator mixes. In such cases, the planner's classification should be Job Class III-V.

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

Inventory and Evaluation (I&E) Planning

-Job Class I-II-

- Read and understand the standard, applicable guidance documents (GD), implementation requirements (IR), and statement of work (SOW).

- Ability to use applicable general wildlife habitat evaluation guides.

  -Job Class III-V-

- Ability to use applicable specialized wildlife habitat evaluation guides.

Design and Development of the Conservation Practice Requirements

-Job Class I-

- Develop seeding plan using the MN NRCS Seed Calculator.
- Knowledgeable of the recommendations found in Agronomy Technical Note #31Develop temporary cover plan, if applicable.
- Knowledge of planting methods and equipment for native seedings.
- Knowledge of site preparation methods for annual crop fields and for transitioning from one perennial plant community to another.
- Knowledge of planting dates for native plant species used.
- Knowledge of soil moisture zones. (dry, dry/excessively drained, mesic/well drained, wet/poorly drained)
- Knowledge of functional plant groups (warm season grasses, cool season grasses/sedges, non-legume forbs, legume forbs, woody species, etc)

  -Job Class II-

- General knowledge of plants that support pollinators,
- Knowledgeable of the recommendations found in Agronomy Technical Note #9, *found on MN FOTG..*

  -Job Class III-V-

- Knowledge of preferred plant species for target pollinators (e.g. Monarch Nectar Plant List, Honeybee Plant Rankings, bumble bee preferred plants, etc.) and host plant relationships

Installation Oversight and Certification

-Job Class I-

- Ability to read seed tags.
- Ability to calculate pure live seed.
- 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 vegetative establishment

  (i.e. mowing & herbicide strategies)

- Ability to determine if an herbaceous seeding is established based on Ag Tech Note #17
- *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 vegetative establishment.*

  (i.e. mowing & herbicide strategies, prescribed fire, conservation grazing, brush management, etc.)

- *Ability to identify at least (5) native prairie graminoids, forbs, and woody species.*

  -Job Class II - V

- *Ability to identify at least (12) native prairie graminoids, forbs, and woody species.*