



## Minnesota Ecological Science Job Approval Authority

### Wetland Wildlife Habitat Management (644)

**DEFINITION:**

Retaining, developing, or managing habitat for wetland wildlife.



Job Classes	Control Factors Needed change to vegetative composition and cover (through means such as prescribed burning, brush management, herbaceous weed control, forest stand improvement, prescribed grazing, etc.) to meet planning criteria
Job Class I	Low
Job Class II	Medium
Job Class III	High
Job Class IV	All

**CONTROL FACTORS:** Needed change to vegetative composition and cover (through means such as prescribed burning, brush management, herbaceous weed control, forest stand improvement, prescribed grazing, etc.) to meet planning criteria.

- Low Complexity: < 10 acres of non-forested working land uses (crop and pasture), excluding ecological remnants.
- Medium Complexity: 10-50 acres of non-forested or forested, working, or non-working land uses, excluding ecological remnants.
- High Complexity: > 50 acres of non-forested or forested, working, or non-working land uses, or ecological remnants of any size.

**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 or Habitat Suitability Index.
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.
6. If facilitating practices are planned in association with 644, also use JAA for associated practices.

## Minnesota KNOWLEDGE, SKILLS, AND ABILITIES (KSA) needed:

### Inventory and Evaluation (I&E) Planning

#### -Job Class I -

- Familiarity with the Minnesota Wildlife Action Plan on the Minnesota DNR website at: <https://www.dnr.state.mn.us/mnwap/index.html>
- Determine which species may be present within the project area considering geographic location, habitat type and land use.
- Ability to access online ecological and life history characteristics of target species via NatureServe, USFWS ECOS website, and USGS Northern Prairie Wildlife Research Center, and other authoritative sources.
- Awareness of national Biology Technical Notes located on the MN FOTG website.

#### -Job Class II/III -

- Use information obtained from the Minnesota Wildlife Action Plan as the basis of a conversation with the client on the predicted presence of priority species on the project site, their needs and potential for conservation actions.

### Design and Development of the Conservation Practice Requirements

#### -Job Class I -

- Demonstrate successful use of WHEGs for at least two land uses, in a field setting.
- Demonstrate competence in analyzing the results of WHEGs to identify and compare alternative conservation practices used to address documented limiting factors.

#### -Job Class II/III -

- Demonstrate successful use WHEGs for all land uses, in a field setting.
- Demonstrate competence in analyzing the results of WHEGs for at least one conservation practice to address a documented limiting factor.
  - lack of plant diversity because of dominance by reed canary grass
  - permanent deep water limiting emergent vegetation to provide food for target waterfowl species
  - woody plant invasion negatively impacting habitat for target wildlife species.
- Reviewed National Engineering Handbook, Part 650, Chapter 13 “Wetland Restoration, Enhancement or Creation”.

### Installation Oversight and Certification

#### -Job Class I -

- Successfully complete a field-based, Minnesota NRCS-approved plant identification course or demonstrate knowledge of plant species. Ability to identify common wetland plants to the taxonomic family using references. Knowledge of invasive plants found in Minnesota. (See MNDNR Invasive Plant Species).
- Ability to document environmental benefits of wetland wildlife habitat management.

#### -Job Class II/III -

- Apply WHEG after stand has become established (generally 2-3 years).
- Ability to conduct a vegetative survey according to Agronomy Technical Note #17, “Stand Evaluation”.

### **COMMON ASSOCIATED PRACTICES:**

Upland Prescribed Burning (338), Riparian Forest Buffer (391), Restoration and Management of Rare and Declining Habitats (643), Wildlife Habitat Management (645), Shallow Water Development and Management (646), Wetland Restoration (657), and Wetland Enhancement (659).