Upland Wildlife Habitat Management (645)

Job Classes	Control Factor
	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 Complexity
Job Class II	Medium Complexity
Job Class III	High Complexity

CONTROL FACTOR DEFINED:

- *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.

Minnesota KNOWLEDGE, SKILLS, AND ABILITIES (KSA):
  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.

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- Demonstrate competence in analyzing the results of WHEGs for at least one conservation practice to address a documented limiting factor.

  - poor plant diversity
  - lack of a food source
  - insufficient nesting cover
  - woody plant invasion negatively impacting habitat for target wildlife species.

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 upland 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 upland 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".

COMMONLY ASSOCIATED PRACTICES: Brush Management (314), Conservation Cover (327), Prescribed Burning (338), Field Border (386), Hedgerow Planting (412), Tree/Shrub Establishment (612), Restoration of Rare or Declining Natural Communities (643), Early Successional Habitat Management (647), Structures for Wildlife (649), Wetland Wildlife Habitat Management (644) and Wetland Restoration (657).

TECHNICAL AND TRAINING RESOURCES
NHQ, eDirectives:
  - Technical Notes / Title 190 – Ecological Sciences / Biology
  - Manuals / Title 190 – Ecological Sciences / National Biology Manual
  - Handbooks / Title 190 – Ecological Sciences / National Biology Handbook
Minnesota NRCS eFOTG,
  - Section II, Ecological Site Descriptions and Threatened and Endangered Species folders.
  - Section IV, Practices Standards and Technical Notes folders

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