

## Exhibit 3 – Level 3 Conservation Planner Core Competencies and Course Requirements

Figure 409E-3: Level 3 Conservation Planner Core Competencies and Course Requirements

Core Competency	Course Requirement(s)	Training Source	Hours	Proficiency Exam
Prerequisite	Level 2 Conservation Planner Designation			
Conservation Planning Procedures	<p><b>NRCS-NHQ-000015</b> Conservation Planning course Part 3: Module 9</p> <p><i>Note: This course requirement has a prerequisite of completing Conservation Planning Part 2: Modules 6 to 8.</i></p> <p><i>In Conservation Planning Part 3: Module 9, planners should document they developed an RMS-alternative and explained that alternative to their client.</i></p>	OJT; Completion marked/self-certified in AgLearn	varies	N/A
Cultural Resources Evaluation Fundamentals	<p><b>NRCS-NHQ-LOCAL-000001</b> Cultural Resources Training Series Part 2</p>	Instructor Led by State	16	N/A
Environmental Evaluation Fundamentals	<p><b>NRCS-NHQ-000013</b> Environmental Evaluation Webinar Series No. 3 to 11</p>	<p><a href="#">S&amp;T Training Library</a> for content; Completion marked/self-certified in AgLearn</p>	11	<p><b>NRCS-NHQ-000080</b> Level 2 Environmental Evaluation</p>

Core Competency	Course Requirement(s)	Training Source	Hours	Proficiency Exam
Conservation Compliance Fundamentals	<p><b>NRCS-NHQ-000010</b> Fundamentals of Highly Erodible Land &amp; and Wetland Conservation Provisions (State Instructor led) or <b>NRCS-NEDC-000409</b> Fundamentals of Highly Erodible Land and Wetland Conservation Provisions (Web-based)</p>	Instructor Led by State or AgLearn/Web-based	3 to 8	<p><b>NRCS-NHQ-000082</b> HELC/WC Compliance Provisions</p>
Conservation Communication Fundamentals	<p><b>State conservationist or designee may require one of the following advanced communications courses depending on the state's anticipated customer base:</b> NRCS-NEDC-000045, NRCS-NEDC-000090, NRCS-NEDC-000147, NRCS-NEDC-000262, NRCS-NEDC-000334, NRCS-NEDC-000378, NRCS-NEDC-000247, NRCS-NHQ-000130, NRCS-NHQ-000137, NRCS-NEDC-000092</p> <p><i>Note: Course NRCS-NHQ-Local-000003 (Conservation Planning Part 2) and archived course NRCS-NEDC-000164 (Conservation Planning Boot Camp) both cover Conservation Communication Fundamentals so one of the above courses is not required to be taken for level 3 unless required by the state conservationist or designee.</i></p>	AgLearn/Instructor Led	varies	<p><b>NRCS-NHQ-000072</b> Conservation Communication</p>

Core Competency	Course Requirement(s)	Training Source	Hours	Proficiency Exam
Soil Health Fundamentals	<p><b>NRCS-NEDC-000050</b> Soil Health and Sustainability for Field Staff (In person) or <b>NRCS-NEDC-000488</b> Soil Health and Sustainability for Field Staff – Blended/Virtual Delivery or <b>NRCS-NEDC-000430</b> Soil Health and Sustainability for Field Staff – Blended Delivery or <b>NRCS-NHQ-LOCAL-00004</b> Soil Health and Sustainability Training (State Equivalency) or <b>NRCS-NHQ-000132</b> Soil Health Basics for TSPs (<i>TSPs Only</i>)</p> <p><i>Note: Course NRCS-NHQ-LOCAL-00004 is also used for state led courses where the state is putting the training on (but using the national curriculum).</i></p>	AgLearn/Instructor Led by State or AgLearn/Web-based	24	<b>NRCS-NHQ-000076</b> Soil Health and Sustainability
Conservation Economics Fundamentals	<p><b>NRCS-NEDC-000498</b> Conservation Economics Webinar Series  (ARCHIVED NRCS-NEDC-000017 Economics of Conservation Planning)</p>	AgLearn/Web-based	7	<b>NRCS-NHQ-000074</b> Conservation Economics

Core Competency	Course Requirement(s)	Training Source	Hours	Proficiency Exam
Air Quality Fundamentals	<p><b>NRCS-NEDC-000253</b> Air Quality, Climate Change, and Energy</p>	AgLearn/Web-based	1.5	<p><b>NRCS-NHQ-000070</b> Air Quality Conservation Basics</p>
State-Specific Requirements	<p><b>NRCS-NHQ-000027</b> State-Specific Training &amp; Required Deliverables-Level 3 Certified Planner</p> <p><i>Note: This includes any additional training or licensing required by state laws or regulations in the state where work is being performed. TSPs must also take the TSP State-Specific Training Module for each state where they are seeking certification. Training modules are located at <a href="#">TSP State Specific Training Modules</a>.</i></p>	OJT/State/TSP Website; Completion marked/self-certified in AgLearn		N/A
Verification	<p><b>NRCS-NHQ-000023</b> Supervisor Certification for Level 3 Certified Conservation Planner Role</p> <p><i>Note: For TSPs, verification in NRCS Registry meets this requirement.</i></p>	Completion marked in AgLearn	N/A	N/A