

2021 BWSR Academy

Concurrent Sessions Descriptions

Tuesday, October 26		Session 1		8:30 am - 10:00 am	
<b>Your Cows Called and Said They Are Hungry!</b>		<b>The Governing Galaxies: Orientation to Conservation in MN</b>			
Track: Applied Technical Skill Level: Beginner/Intermediate		LGU Org: All		Track: Programs Skill Level: Beginner	
<p>This session will discuss the development of a managed rotational livestock grazing system. Students will learn the science behind the art of creating a successful grazing system. They will learn how to calculate stocking rates for the 3 systems variables, Acres, Livestock and Time. This session will be presented in a virtual format.</p> <p><i>Trainer: Lance Smith – Natural Resources Conservation Service</i></p>		<p>The government galaxies involved in protecting the state's water quality can make navigating among the stars difficult for the novice. Local, state, and federal agencies each have their own gravitational pulls that can confuse even the most intrepid new employee. And then there are those landowners. Without a good star map, it is maddening! Attendees to this session will get a firm understanding for how the many galaxies align and how best to navigate toward the Clean Water Nebula while avoiding the dreaded bureaucratic black hole. This session is a must for all new employees.</p> <p><i>Trainers: Jennifer Mocol-Johnson &amp; Jason Weinerman – BWSR</i></p>			
<b>Strangers, Friends, or Partners: Making Local Government Relations Work</b>		<b>Climate Change: Moving from Awareness to Action</b>			
Track: Organizational Capacity Skill Level: Beginner		LGU Org: All		Track: Foundational Technical Skill Level: Intermediate	
<p>Today's environmental landscape involves local governments working together. The purpose for these joint efforts will be varied but they all require cooperation to achieve a mutually agreeable outcome. How does one establish a relationship with another local government unit? Should we have an informal or formal relationship? What are the best ways to effectively communicate our shared goals, visions, and to work within mutually agreeable processes? How can we manage a relationship when something goes wrong? We will answer these questions and so many more in this interactive session. Please join us as we embrace Humphrey Bogart's vision when he said, "This is the beginning of a beautiful friendship."</p> <p><i>Trainers: Sonya Guggemos &amp; Paul Hajduk – Minnesota Counties Intergovernmental Trust, Cole Loewen – Stearns County Environmental Services, &amp; Dan Cibulka – Sherburne SWCD</i></p>		<p>What are Minnesota's state agencies and local governments doing to respond to our changing climate? What kind of actions promote adaptation to ecosystem changes or reduction of greenhouse gas emissions ("mitigation")? Find out how typical conservation practices can result in emission reductions and how these can be tracked using online tools. Discuss methods for increasing the resilience of natural systems and the built environment to extreme weather events.</p> <p>We'll cover basic concepts, terminology and key resources available, and suggest some strategies for productive discussions with landowners about making their operations more resilient to climate stresses.</p> <p><i>Trainers: Dan Shaw &amp; Suzanne Rhees – BWSR</i></p>			

Tuesday, October 26		Session 1		8:30 am - 10:00 am	
<b>Successful Fiscal Grant Management</b>			<b>Pollinator Diversity, Habitat, and Restoration on Conservation Lands - Part 1</b>		
Track: Grants		LGU Org: All		Track: Miscellaneous	
Skill Level: Beginner				LGU Org: All	
<p>The goal of this session is to provide an overview of fiscal grants management in the implementation of BWSR grants. We will discuss the financial management of grants between one or more partners, grant tracking tools available in the Grants Administration Manual, financial documentation requirements for program and project expenses, and proper review of invoices or receipts for sufficient detail. Lessons and fixes learned from prior miss-steps will also be reviewed.</p> <p><i>Trainers: Julie Krebs, Linda Donnay &amp; Jeannette Austin – BWSR</i></p>			<p>In this session we will offer a crash course on pollinator biology and ecology, with the goal of demonstrating how conservation, restoration, and management of Minnesota’s grasslands can benefit pollinators. We will cover the basics on pollinators and pollination, review the diversity of Minnesota’s pollinators, their habitat needs, and the factors behind pollinator declines, provide fascinating examples of plant-pollinator associations found locally, and share a few basic management and restoration considerations for pollinators based on the most up-to-date science.</p> <p>Learning objectives for the course include: 1) understanding what pollinators are, their biodiversity, and their role(s) in ecosystems, 2) identifying indicators of foraging and nesting habitat quality on conservation lands, 3) understanding basic restoration and management considerations for pollinators.</p> <p><i>Trainers: Alan Ritchie – MN DNR &amp; Kiley Friedrich – Monarch Joint Venture</i></p>		
<b>Want Success with Communications? Plan for It!</b>					
Track: Outreach		LGU Org: All			
Skill Level: All					
<p>The public is getting more information than ever before. Local governments and natural resources organizations have important messages that can get lost in the noise. A communications and outreach plan is a critical part of ensuring your messages are heard!</p> <p>Rice Creek Watershed District is able to stretch a tight budget through planning and collaboration to meet the District's communication and outreach needs. Join their staff for a session on creating a realistic communications plan and strategies for successful implementation. Topics will include audience identification, goals and objectives, developing key messages, timelines, budgets, succession planning and accountability. Participants will work on a communications plan and are encouraged to bring their organization's strategic, local, or watershed management plan.</p> <p><i>Trainers: Beth Carreño – Rice Creek WD &amp; Marcus Green – ERM</i></p>					

Tuesday, October 26		Session 2		10:30 am - 12:00 pm	
<b>Cover Crops. Learn where to Begin!</b>		<b>Pollinator Diversity, Habitat, and Restoration on Conservation Lands - Part 2</b>			
Track: Applied Technical Skill Level: Beginner		LGU Org: All		Track: Miscellaneous Skill Level: All	
<p>This session will focus on how to develop a cover crop seeding mix. Find out what the planner should look for when determining what species to plant. Learn more about cover crop species, seed sizes, mixtures, timing, and application. Students will learn how to use the MN NRCS Agronomy Technical Note 33 Tables and the Cover Crop Design Tool in this session.</p> <p><i>Trainer: Carissa Spencer – Natural Resources Conservation Service</i></p>		<p>Native prairies are a large component of Minnesota’s rich biological and cultural history. They once covered a large portion of the state and created some of the best farm soils in the world. Many pollinators and other invertebrates depend on prairies, and yet we’re losing this important ecosystem at an alarming rate. In this session, participants will learn how to recognize and restore remnant prairie habitat, as well as develop knowledge of grassland reconstruction best practices through the lens of pollinator conservation. Topics will include site selection, site preparation, native seed mix design principles, seeding techniques, post-seeding establishment practices, and long-term management approaches. Join us to learn new management tips and share your own experiences with prairie restoration.</p> <p><i>Trainers: Karin Jokela – Xerces Society &amp; John Stelzner – Dakota County SWCD</i></p>			
<b>What is DEI and Why is it Important for Local Governments?</b>		<b>"Whiskey's for Drinking, Water's for Fighting"</b>			
Track: Organizational Capacity Skill Level: All		LGU Org: All		Track: Foundational Technical Skill Level: Beginner/Intermediate	
<p>DEI is an acronym that is seeing increased usage in the government realm. DEI stand for Diversity, Equity, and Inclusion. While we have heard of these terms, what do they mean? How are they used in a governmental context? Why are they important to local governments? This session will provide a foundation upon which to build your understanding of Diversity, Equity, and Inclusion and to begin to internalize the value of embracing DEI within your organization's structure and engagement with your partners and clients.</p> <p><i>Trainer: Chris Taylor – Minnesota Management and Budget</i></p>		<p>So, you finally found a landowner willing to do a great project; project design -check, signed contract - check, permit – check, wait, what? Minnesota has many numerous rules and regulations that govern activities in and around lakes, rivers, streams, flood plains and wetlands. In this session, a seasoned DNR Hydrologist and former County P&amp;Z Director will explain what activities do and don't need a permit, requirements, and potential timelines to secure the permit. Understanding regulatory requirements on the front end of a project will prevent some headaches (not all, unfortunately) at the end. A list of frequently asked questions will also be covered as part of the session. Bring your questions and we will do our best to answer them.</p> <p><i>Trainers: Darrin Hoverson – MN DNR &amp; Chris Pence – BWSR</i></p>			

Tuesday, October 26		Session 2		10:30 am - 12:00 pm	
Contracts and Cost Share, A Collision Course!			Fundamentals of Event Design		
Track: Grants		LGU Org: All		Track: Outreach	
Skill Level: Beginner/Intermediate				LGU Org: All	
<p>It all starts with an application for cost-share. Then what? The fun begins! This course, presented by grizzled veteran BWSR staff will discuss the application and contract process from start to finish, request for assistance to final payment, and some other helpful hints, tips, and tricks to make it all work better for you.</p> <p><i>Trainers: Jason Beckler, Pete Waller, &amp; Julie Krebs – BWSR</i></p>			<p>Informational sessions, public participation sessions, public meetings, education, festivals, etc. just to mention a few events. And don't forget deciding between online or in-person! Successful events don't just happen. Being intentional in the design of the event is critical to its success. Attend this session to learn the fundamentals of designing an event. You will leave with tips and ideas to assist you in the future.</p> <p><i>Trainers: Jolén Simon – Koochiching SWCD &amp; Becca Reiss – North St. Louis SWCD</i></p>		

Wednesday, October 27		Session 1		8:30 am – 10:00 am	
<b>Forest Ecology &amp; Management - Part 1</b>			<b>Have No Fear: eLINK Training is Here</b>		
Track: Applied Technical		LGU Org: All		Track: Programs	
Skill Level: All				LGU Org: All	
				Skill Level: Beginner/Intermediate	
<p>Forest Ecology &amp; Management: Part 1 - Expanding Private Forest Management through 1W1Ps and More. This session will include:</p> <ul style="list-style-type: none"> <li>Integrating private forest management/forestland protection activities into 1W1P for planning and WBIF implementation.</li> <li>Forest ecology and climate change – How to address ecological and climate change challenges through private forest management?</li> <li>Forest landscapes and communities – How to address social challenges through private forest management?</li> <li>Coordinated funding development for districts and their PFM programs – How can we increase funding to districts for forestry?</li> <li>Local forestry technical teams – What are they and how do they work?</li> </ul> <p><i>Trainers: Gary Michael – DNR Forestry, David Henkel Johnson – Consultant, &amp; Mitch Brinks – TSA 8</i></p>			<p>As the leaves fall and the snow begins, in the conservation world, that can only mean one thing...eLINK reporting is near. Don't worry, this training will prepare you. We will walk through the importance of reporting, explain common errors and pitfalls (from the smallest to the largest grants), go through tricks to remember to make your life easier this season, discuss pollution reduction estimates, briefly review reports for acceptability, compete in an interactive game (where the winner will not just win prizes but also bragging rights), and gain a sneak peak into NextGen eLINK.</p> <p><i>Trainers: Jennifer Mocol-Johnson – BWSR &amp; Angela White – Olmsted SWCD</i></p>		
<b>Before Signing on The Dotted Line</b>			<b>Learning from Critters: Soil Biology and Interpreting Indicators - Part 1</b>		
Track: Organizational Capacity		LGU Org: All		Track: Foundational Technical	
Skill Level: Intermediate/Advanced				LGU Org: All	
				Skill Level: Beginner/Intermediate	
<p>With the funding available in the water quality world, many local governments are reaching out to consultants to assist with the delivery of water planning and practice implementation. Putting together a request for proposals or request for qualifications and negotiating a final contract are critical components in the establishment of a successful relationship between the local government and the consultant. This session will look at what needs to be done before both parties sign a contract on the dotted line. Attendees will learn how to best manage this process from the local government perspective the consultant perspective, and the legal perspective.</p> <p><i>Trainers: David Johnson – Houston Engineering, Inc. &amp; Anna Eleria– Capitol Region WD</i></p>			<p>By understanding soil biology and nutrient cycling, we can better use and interpret soil health indicators. The first half of this workshop will address "soil basics" and include some online hands-on* time exploring soil texture and structure. The second half we'll dive into soil health and connect popular indicators to key soil processes and discuss how management decisions could affect different indicators. The session will end with a discussion of how staff can engage with farmers and ag advisors, going through each agronomic variable that farmers may have questions about as they change management systems. *BYOS – Bring Your Own Soil – for the first session. Fill a quart zip lock with your favorite local soil and note the crop rotation and management. You'll also need a rag, such as an old sheet, dish towel, or t-shirt, and a small clear glass container that holds at least a cup of water, like a pint jelly or mason jar.</p> <p><i>Trainers: Anna Cates &amp; Anne Sawyer– University of Minnesota Extension, &amp; Dean Thomas – Fillmore County SWCD</i></p>		

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## Concurrent Session Descriptions

Wednesday, October 27		Session 1		8:30 am – 10:00 am	
<b>Something about that GAM</b>			<b>Evaluation: A Key to Effective Meetings and Events</b>		
<b>Track:</b> Grants		<b>LGU Org:</b> All		<b>Track:</b> Miscellaneous	
<b>Skill Level:</b> Beginner/Intermediate				<b>LGU Org:</b> All	
<p>Does the thought of reading the BWSR Grants Administration Manual (GAM) cause your eyelids to grow heavy? Fear not! We're here to cover all you need to make you an expert in the world of BWSR grants. We'll cover an array of topics such as how to know which version of the GAM you should be using, what do all those acronyms stand for, what should I look for in my grant agreement, what can I spend my grant funds on, and much more! Attendees will come away from this session with a better understanding on where to look to get answers for your questions (at least on grants).</p> <p><i>Trainers: Adam Beilke, Chris Pence &amp; Julie Krebs – BWSR</i></p>			<p>Do you often wonder how to get people to your meetings and events or why people are not attending meetings and events you are holding? Deciding to attend a meeting or events can be influenced by a past experience. An important step to designing meetings and events is evaluation to learn what is working and not working. Awareness of this information provides opportunities for improving meetings and events going forward. This session will introduce you to concepts and fundamentals of evaluation.</p> <p><i>Trainer: Jason Weinerman – BWSR</i></p>		
<b>How to Effectively 'Tell Your Story' &amp; Who Needs to Know?!</b>					
<b>Track:</b> Outreach		<b>LGU Org:</b> All			
<b>Skill Level:</b> Beginner/Intermediate					
<p>Telling your story has never been easier with current technology, media connections and local agency partnerships — if you look for them. This interactive session will cover the who, what, when, where and why of letting the public, elected officials as well as city or county leaders know who you are and what role you play in conservation. Specific topics include: project spotlighting, social media, video clips, news outlets, direct mailing, radio interviews, website, in-person event outreach, city and county connections. Attendees will have the opportunity to share what has worked, what has not worked and where communication is lacking in your organization. Plan to conclude this course with enthusiasm, clear ideas for communication going forward and examples to reference in the future.</p> <p><i>Trainer: Sheila Boldt – Crow Wing SWCD</i></p>					

Wednesday, October 27		Session 2		10:30 am – 12:00 pm	
<b>Forest Ecology &amp; Management - Part 2</b>			<b>One Watershed One Plan - Success thru Partnerships</b>		
Track: Applied Technical		LGU Org: All		Track: Programs	
Skill Level: All				LGU Org: SWCD/WD	
<p>Forest Ecology &amp; Management: Part 2 - Moving from Forest Stewardship Plans to Implementation. This session will include:</p> <ul style="list-style-type: none"> <li>• Forest stewardship plans – Woodland stewardship training, plan writer certification process, tips on writing better forest stewardship plans. How can I become a certified plan writer with DNR Forestry?</li> <li>• Forestry practice plans – Designing tree planting for water quality, wildlife &amp; carbon sequestration. How can I write better practice plans?</li> <li>• Implementing forestry practices – Review DNR Forestry Cost Share Docket and procedures. How can districts partner with DNR Forestry to streamline the cost share process for private landowners?</li> <li>• Dramatically expanding district tree planting capacities to achieve multiple public and private benefits – the 5 Step Strategy. How can districts get involved?</li> </ul> <p><i>Trainers: John Carlson &amp; Ben West – DNR Forestry &amp; James Aasen – Koochiching SWCD</i></p>			<p>Hear from different groups who have found ways to successfully work together to implement Water Based Implementation Funding (WBIF).</p> <p>In this session we will share and discuss some of our thoughts and considerations: How do you define the different partnership roles and who does what (fiscal agent, coordination, tracking)? How do you collaboratively track your work? What agreements do you have in place to make sure you are properly spending the money? Once you are implementing, what other capacity/organizational adjustments have you made? What are the ingredients for good relationships and partnerships?</p> <p><i>Trainers: Justin Hanson – Mower SWCD &amp; Adam King – Dodge SWCD</i></p>		
<b>Managing Your Contract Post Award</b>			<b>Learning from Critters: Soil Biology and Interpreting Indicators - Part 2</b>		
Track: Organizational Capacity		LGU Org: All		Track: Foundational Technical	
Skill Level: Intermediate/Advanced				LGU Org: All	
<p>An experienced Consultant (and former BWSR Clean Water Specialist) and Project Manager for a successful and active Watershed District will share their experiences and tips on how to navigate the sometimes uncertain seas that accompany a Contract for Services. Whether a construction project, water quality monitoring/modeling, or a 1W1P Plan development, this Session will offer experienced advice.</p> <p><i>Trainers: David Johnson– Houston Engineering, Inc. &amp; Anna Eleria –Capitol Region WD</i></p>			<p>By understanding soil biology and nutrient cycling, we can better use and interpret soil health indicators. The first half of this workshop addresses "soil basics" and includes some hands-on time exploring soil texture and structure. In the second half we'll dive into soil health and connect popular indicators to key soil processes and discuss how management decisions could affect different indicators. The session will end with a discussion of how staff can engage with farmers and ag advisors, going through each agronomic variable that farmers may have questions about as they change management systems.</p> <p><i>Trainers: Anna Cates &amp; Anne Sawyer– University of Minnesota Extension &amp; Dean Thomas –Fillmore County SWCD</i></p>		

Wednesday, October 27		Session 2		10:30 am – 12:00 pm	
<b>QuickBooks for Grant Administration</b>			<b>Getting The Most From Your Board</b>		
Track: Grants		LGU Org: SWCD/WD		Track: Miscellaneous	
Skill Level: Beginner/Intermediate				LGU Org: All	
				Skill Level: Intermediate/Advanced	
<p>The focus of this session is to illustrate how you can use QuickBooks to simplify the grant and financial bookkeeping process (which means a simpler reconciliation and audit). We will discuss managing grant tracking with QuickBooks including recording of initial grant deposits, direct and project expenses, billable time, and recognizing unearned revenue on the balance sheet and profit and loss statements. You will learn how the billable time entries impacts grant tracking. We will also talk about QuickBooks tracking reports to help with eLINK entries and reconciling to eLINK. Other topics will include upcoming changes for government audits, 1099 key dues dates and changes, audit and filing due dates. Audit thresholds for JPB's will be discussed too.</p> <p><i>Trainers: Samantha Hoskins &amp; Michael Peterson– Peterson Company Ltd.</i></p>			<p>So what is best? A Board that is always unanimous and rarely questions staff recommendations, or one that is rancorous, can't come to a consensus and debates until last call? The answer is "yes" and it depends! Come and learn tips on how to more effectively present new information and initiatives, how to get a Board engaged, energized and excited about governing, and how to more effectively work within Committees and have effective deliberation and debate.</p> <p><i>Trainers: Mike Kinney &amp; Emily Heinz– Comfort Lake-Forest Lake WD</i></p>		
<b>Can You Hear Me Now? Better Virtual Outreach</b>					
Track: Outreach		LGU Org: All			
Skill Level: Intermediate					
<p>The East Metro Water Resource Education Program pivoted to virtual engagement in 2020. Workshop attendance increased from 15-30 (in-person events) to 60-100 (virtual events). Virtual meetings/workshops made events more accessible and easier to serve a larger geographical area. Social media can help reach the public, but requires trial and error to find strategies to get noticed and support your mission and goals.</p> <p>During this session, we'll talk about commonly used virtual outreach strategies - online meetings, webinars, videos, and social media - and how these can be better implemented to engage people in your communities. We'll share examples of what works and what doesn't; offer tips for increasing participation; and practice creating a virtual communication strategy.</p> <p><i>Trainer: Angie Hong– Washington CD</i></p>					



Thursday, October 28		Session 1		8:30 am – 10:00 am	
<b>Stormwater BMP Selection - MDM Implementation and Rural SWA's</b>		<b>WCA Crash Course: The Science Behind the Regulations and Policies of Wetlands in MN</b>			
Track: Applied Technical Skill Level: Advanced		LGU Org: All		Track: Programs Skill Level: Beginner/Intermediate	
<p>Considerations for rural and urban stormwater BMP selection will be discussed. In the rural landscape, the Twelve Mile Creek HUC12 is a priority watershed for water quality. Participants will learn about the detailed Multi-Purpose Drainage Management plan and how BMPs incorporated into modern day rural drainage designs were selected and sited to improve water quality and protect drainage rights. The session will also cover rural subwatershed analyses (SWAs) that identify and prioritize BMPs for improving water quality.</p> <p><i>Trainers: Mark Origer – ISG &amp; Alicia O'Hare – Wright SWCD</i></p>		<p>Participants will learn the basic concepts of the MN Wetland Conservation Act (WCA). The content is focused on what you need to know about the WCA for people who don't work with it daily. The session will begin by introducing the basic definition of a wetland, MN wetland regulatory programs, and then provide an overview of the scope and administration of the WCA including common scenarios that may interact with other natural resource programs in the State.</p> <p><i>Trainer: Steve Hofstad – BWSR</i></p>			
<b>The Front Lines of Local Government Budgeting</b>		<b>Hydrology - Guidance for Watershed Planning and Implementation</b>			
Track: Organizational Capacity Skill Level: Beginner/Intermediate		LGU Org: All		Track: Foundational Technical Skill Level: Beginner/Intermediate	
<p>There is a saying “You get what you pay for.” This is particularly true in local government budgeting where revenues are constrained and expenditures will never be able to meet the actual need on the landscape. Therefore, local government budgeting is an art and science where managers and administrators need to assess revenues, identify needs, and align revenues, all within a public framework with consent of a governing board. It can be maddening! In this session we will hear from local government managers and administrators who can provide real world stories and examples of how to financially fulfill your organization’s mission in a budget constrained environment.</p> <p><i>Trainers: Vanessa Strong– Scott County and Scott WMO, Chelle Benson –Stearns County &amp; Justin Hanson –Mower SWCD,</i></p>		<p>Hydrology is often considered a master variable within watershed systems because it affects a wide range of other conditions and resources, such as water quality, wetland plant communities, and stream habitat integrity. Hydrologic alterations increasingly appear in watershed plans as a stressor of biological conditions and as a priority issue. This session will (1) Provide an overview of fundamental principles of watershed hydrology concepts and principles, (2) Present real world case studies of how watershed planning groups are incorporating watershed hydrology goals and actions in plans, and (3) Give audience members a chance to build and discuss a real-world watershed scenario to achieve hydrology goals.</p> <p><i>Trainers: Henry Van Offelen &amp; Aaron Peter – BWSR</i></p>			

2021 BWSR Academy

Concurrent Session Descriptions

Thursday, October 28		Session 1		8:30 am – 10:00 am	
<b>Grant Writing 101 - From Project to Funding</b>			<b>Tips and Tricks to Maximize Your Social Media Presence</b>		
Track: Grants		LGU Org: All		Track: Outreach	
Skill Level: Beginner				LGU Org: All	
<p>Grant seeking is relationship building. While it is a highly formalized process, it doesn't have to be complicated. Every funder is unique, but there are general concepts a local government unit can follow to improve their chances of building good relationships with them. This training is geared towards those just starting out in the grant seeking world. We will discuss the end-to-end process of looking for funders, writing an application, relationship maintenance, and reporting. This presentation will share a grant-maker's perspective on the process as well as ways applicants can improve or impair their chances of success.</p> <p><i>Trainer: Zach Tabatt – Initiative Foundation</i></p>			<p>In this session, attendees will learn the basics of using social media for their organizations, who is on social media, and what platforms work best. Also covered will be how to generate content ideas, what types of content work best for each platform, and what tools are needed to create engaging posts. This session is great for anyone who wants to learn more about using social media to help push their org's goals forward.</p> <p><i>Trainer: Rebecca Weldon– Fuldigital Marketing</i></p>		

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## Concurrent Session Descriptions

Thursday, October 28		Session 2		10:30 am – 12:00 pm	
<b>Agronomy 101</b>		<b>Online Tools for Audience Engagement and Evaluation</b>			
Track: Foundational Technical Skill Level: Beginner/Intermediate		LGU Org: All		Track: Program Skill Level: Beginner/Intermediate	
<p>This session will be broken into three major topics: 1. Farm Economics 2. Agronomy Practices During fall/winter 3. Technology Immersion - combining corn virtually. We will cover each of these subjects from the standpoint of working with farmers on projects and how to utilize the data their farm produces for environmental improvements in farm operations.</p> <p><i>Trainers: Keith Olander &amp; Judy Barka – AgCentric, &amp; Cory Detloff – Central Lakes College</i></p>		<p>It can be hard to engage an audience online or during larger in person events as well as get high rates of participation in post class surveys. Attend this session and learn about useful online tools you can use during and after meetings for evaluating your programs. We'll go through several different activities and demos that you can replicate with your own programs and provide examples of in-depth evaluation questions to ask your audience.</p> <p><i>Trainers: Anne Nelson &amp; Taylor Becker – University of Minnesota Extension</i></p>			
<b>Recruit, Train &amp; Retain: Today's Challenges for Building Tomorrow's Workforce</b>		<b>Wildlife Habitat In and Out of USDA</b>			
Track: Organizational Capacity Skill Level: Intermediate/Advanced		LGU Org: All		Track: Foundational Technical Skill Level: Beginner/Intermediate	
<p>In today's candidate (job seeker)-driven market, employers are facing challenges with finding the right talent for their workforce. In this session, Department of Employment and Economic Development (DEED) Workforce Strategy Consultants will discuss today's challenges for building tomorrow's workforce. Topics will include challenges, onboarding strategies for recruiting and retaining a productive workforce as well as how to successfully outreach to youth, BIPOC and other underrepresented communities.</p> <p><i>Trainers: Adesewa Adesiji &amp; Della Ludwig – MN Dept. of Employment &amp; Economic Development</i></p>		<p>Pheasants Forever Farm Bill Biologists will provide training on restoring and establishing wildlife habitat on private lands with federal funds available through the Farm Bill conservation programs. Participants will hear a detailed summary of the federal programs, focused on the options currently available with the Conservation Reserve Program (CRP), and Environmental Quality Incentives Program (EQIP). A review of the application and ranking process, as well as the objectives of EQIP in addressing resource concerns while working towards the objective of establishing or enhancing diverse habitat types for unique species of concern, such as sharp-tailed grouse and pollinators. Participants will then have a chance to design their own wildlife focused habitat plan.</p> <p><i>Trainers: Josh Pommier – Pheasants Forever - Meeker SWCD, Jake Granfors – Pheasants Forever - Aitkin/Carlton SWCD</i></p>			

2021 BWSR Academy

Concurrent Session Descriptions

Thursday, October 28		Session 2		10:30 am – 12:00 pm	
<b>A Deep Dive Into Implementing Drinking Water Protection Activities</b>			<b>Improve Your Photos (With Smartphone or DSLR)</b>		
Track: Applied Technical		LGU Org: All		Track: Outreach	
Skill Level: Intermediate				LGU Org: All	
<p>Do you want to do more drinking water protection work in your area? Not sure where to start? In the first part of this session, a group of SWCD staff will discuss how they have implemented activities to protect drinking water in their area. They will share how they:</p> <ul style="list-style-type: none"> <li>• Took steps to protect drinking water for private/public wells</li> <li>• Communicated with elected officials</li> <li>• Engaged with landowners/operators</li> <li>• Selected where to target implementation to protect drinking water</li> <li>• Selected practices to protect drinking water</li> <li>• Identified and applied for funding sources</li> </ul> <p>In the second part of the session, you will share your goals and challenges. We will work with you to provide ideas and resources to take back at the office.</p> <p><i>Trainers: Carrie Raber – Minnesota Department of Health, &amp; Annie Felix-Gerth – BWSR, Aaron Meyer – MN Rural Water Association, John Shea – Nobles SWCD, Nathan Wiese – East Otter Tail SWCD, &amp; Caitlin Brady – Olmsted SWCD</i></p>		<p>Award-winning photographer, former daily newspaper photo editor and university photography instructor Mike Knaak will show you how to add impact to your photos and improve your storytelling with tips on framing, composition and lighting. Whether you're shooting with a smartphone or a DSLR, learn how to turn the image you visualize into a high-quality photo for print or online use. Geared toward beginner/intermediate skill levels, including tips for photographing people, landscapes and events.</p> <p><i>Trainer: Mike Knaak</i></p>			
<b>Prevailing Wage and Stewards of Public Funds</b>					
Track: Organizational Capacity			LGU Org: All		
Skill Level: Beginner/Intermediate					
<p>The Minnesota Prevailing Wage Act is a public policy. Participants in this session will leave with a greater understanding of why prevailing wage is important to work financed in whole or part with state dollars. Learn how to recognize projects subject to prevailing wage and what resources are available to you.</p> <p><i>Trainers: Karen Bugar &amp; Colleen Anderson– Minnesota Department of Labor and Industry</i></p>					