



News You Can Use

July 2018



[CLP](#) | [DOI Learn](#) | [Inside NPS](#)

Message from the Acting Chief



[Keith Tyler](#)

Acting Chief Learning & Development

Summer has arrived here in D.C., bringing with it incredible heat and humidity. While I am inclined to partake in all of the conditioned air I can find indoors at the moment, I hope that all of you have planned some time away from your day-to-day duties and are able to enjoy what has suddenly become summer.

With the quick change in weather, I would also like to identify some other changes taking place within L&D. This will be my last newsletter as the L&D Chief. Tony Nguyen, the Associate Director for Workforce and Inclusion, has asked Moss Rudley, currently the Superintendent of the Historic Preservation Training Center (HPTC), to serve as acting Chief for the next 120 days. Moss will begin as acting Chief on July 16th; W&I senior leadership continues to develop the announcement package for the permanent hire for the Chief position.

The *News You Can Use* is also moving. We have changed the publication schedule to every two months; so September will be the next edition.

Additionally, we are rapidly approaching end of year and budget deadline. I have listed the remaining dates below with the next important cut-off being July 19:

FY 2018 Acquisition Cut Off Dates:

<u>Due to WASO</u>	<u>Acquisition Type and Dollar Value</u>
7/19/2018	ALL Modifications
7/19/2018	Supply/Service/Construction Requirements < \$25k
8/16/2018	Supply requirements < \$3,500 (if Park cannot purchase with charge card)
8/16/2018	Service requirements < \$2,500 (if Park cannot purchase with charge card)
8/16/2018	Construction requirements < \$2k (if Park cannot purchase with charge card)
9/17/2018	Last Day to Obligate Funds

In preparation for the migration from DOI Learn to DOI Talent, here is some information from Dan Zugay, our NPS DOI Learn Data Steward:

*"In preparation for migration to DOI Talent, we have been informed that no new courses can be added to DOI Learn after **JULY 13, 2018**. This moratorium on new courses is to allow the bureaus the needed time and resources to fully migrate our existing courses over to the new DOI Talent platform. As you may or may not be aware, only course shells (description, objectives, hours, etc.) will be migrated. All other learning objects will need to be recreated in DOI Talent individually at the course level (assessments, online modules, classes, learning plans, etc...). As NPS is the largest bureau with over 1,000 courses that need to be migrated, you can imagine the workload that this imposes. We appreciate your patience over the coming months as we work to get all NPS data moved over to DOI Talent.*

A final Go-Live date for DOI Talent has not yet been announced, however it is anticipated to be in the first quarter of FY19. The DOI Communications Team is working on messaging to the bureaus that will provide further dates and details as they become available."

Finally, I would like to thank each of you for the effort you put in day in and day out to ensure the NPS workforce receives the best of what we have to offer as a Learning and Development team within the NPS. I also appreciate the support I received while serving as the Chief of L&D, and I ask that you please extend the same to Moss.

I will see you around - enjoy your summer!

News You Can Use Program Updates

Unique L&D Partnership

The [Cultural Resources Academy](#) collaborated with the [GOAL Academy](#) to design, develop, and deliver the [In Effigy Webinar Series](#), a three-part webinar series that launched in May 2018 to rave reviews. The webinars were part of a larger Learning Experience that included quality videos, facilitator guides, and discussion forums, which are all hosted on the Common Learning Portal ([CLP](#)).

Originally set out to be a cultural resources training series, Cari Kreshak, the Cultural Resources Training Manager, quickly realized that the In Effigy story was much broader and encompassed not only cultural resources, but aspects of human relations and leadership. Cari approached Cheryl Eckhardt, the GOAL Academy Training Manager, and together they designed unique, meaningful and interactive webinars, which they ultimately delivered to hundreds of NPS employees nationwide.

The webinars tied together and highlighted several current Workforce programs and divisions including Ambassadors, [Harassment Prevention](#), the [Office of Relevancy, Diversity, and Inclusion](#), Federal Employee Viewpoint Survey, and Employee Wellness, among others. The webinars also gave voice to those Effigy Mounds employees who were directly impacted by this incredible story. One participant commented: “You blew the idea of “stale, boring webinars” out of the water!”

DOI Learn/DOI Talent

Please see Keith Tyler’s note about the migration from DOI Learn to DOI Talent in the Message from the Acting Chief section.

Distance Learning Group ([DLG](#))

New Features on the CLP

The CLP web development team is in the process of implementing two new features on the CLP:

1. Interactive Learning Activities
2. User Journal

The Interactive Learning Activities feature will allow you to:

- Create engaging and interactive educational resources which include things like drag and drop multiple choice questions.
- Track learner engagement with informal learning resources (such as “Did they watch that YouTube video to completion?”).

The User Journal will provide users with a personal space to record notes and ideas - allowing them to use written reflection to improve their retention of new ideas.

As these exciting new capabilities are released, the CLP team will be developing help guides and offering training sessions to teach content teams how to use them to improve learning outcomes. Stay tuned for more details in the upcoming weeks!

Commons Office Hours

Do you have questions about how to start a Commons group or how to manage an existing group better? Commons Administrator, [Molly Russell](#), is now offering [CLP Commons office hours](#)! Her first session was held on June 26. Office hours will be held every Tuesday from 1-3pm ET. You will have the opportunity to call in and login to an Adobe Connect meeting space to ask any Commons group related question you may have.

New Team Member

Finally, the CLP team would like to welcome its newest team member, [Lucy Pratt](#), who is joining us for a 2 month detail this summer. Lucy is a senior studying sociology at the University of Pittsburgh.

News You Can Use

Program Updates, continued

Leadership Development Group ([LDG](#))

New Superintendent Academy ([NSA](#))

Leading People Session

- August 13-17, 2018, National Interagency Fire Center (NIFC) in Boise, ID

Supervisory Skills Workshop

- July 17-19, 2018, Intermountain Regional Office, Lakewood, CO (IMR, MWR, PWR, and WASO supervisors enrolled)
- July 24-26, 2018, National Conservation Training Center (FWS/NCTC), Shepherdstown, WV

Additional supervisor and manager training opportunities:

- July 18, 2018, [Facilitating Change Readiness](#) (Webinar)
- July 19, 2018, [Managing the Federal Employee: Effectively Addressing Conduct Issues](#) (ILT), Main Interior Building (MIB)

For more information on the above sessions, contact Katherine Callaway at katherine_callaway@nps.gov.

Training Center News

Historic Preservation Training Center ([HPTC](#))

Transitions



*Brandon Gordon
Wood-Crafting Section
Chief, HPTC*

[Brandon Gordon](#), Woodcrafting Section Supervisor, is HPTC's Acting Deputy Superintendent until the end of the fiscal year.

[Jessica Wilde](#), formerly of Gettysburg National Military Park (GETT), has accepted the position as HPTC's Budget Analyst. Congratulations and welcome Jessica!



*Jessica Wilde,
Budget Analyst
HPTC*

Traditional Trades Apprenticeship Program (TTAP)

A total of 11 individuals recently started their 20-week stint with the Traditional Trades Apprenticeship Program (TTAP), one of HPTC's [Historic Preservation Youth Programs](#); they were hired through the [Stewards Individual Placement Program](#). The cohort is in the middle of a 3-week training at HPTC, receiving OSHA-10 safety instruction, an introduction to the historic preservation and the NPS, and basic craft training in masonry and carpentry. Five members of the cohort will be embedded with HPTC crews for the remainder of their 17 weeks.

The other six will return to their home regions for assignments at Carl Sandburg Home National Historic Site (CARL), Fort Pulaski National Monument (FOPU), Delaware Water Gap National Recreation Area (DEWA), Lyndon B Johnson National Historical Park (LYJO) and National Parks of New York Harbor (NPNH). We are thrilled that one participant is a recent graduate of the [Stephen Building Arts & Craftsmanship High School](#) in NYC. .



*TTAP apprentice Wilman
observes the
characteristics of a piece
of historical mortar*

Historic Preservation Training Center, continued

Another cohort of six is currently working through the [Veteran Trades Apprenticeship Program](#) (VTAP). Two are embedded within HPTC's working crew, and the others are assigned at Antietam National Battlefield (ANTI), Chickamauga & Chattanooga National Military Park (CHCH) and Vicksburg National Military Park (VICK).

Many thanks to the dedicated HPTC staff who are working lots of overtime this summer to complete FY18 projects at parks including Gettysburg National Military Park (GETT), Harpers Ferry National Historical Park (HAFE), Martin Luther King, Jr National Historical Park (MALU), Blue Ridge Parkway (BLRI), Johnstown Flood National Memorial (JOFL), and many others. In addition to completing the work, they are also taking time to deliver formalized training for the Apprenticeship Programs. Working one-on-one, the HPTC staff is potentially developing future NPS stewards; HPTC staff individually instructs the newcomers on specific project tasks, develops their craft skills, and monitors their safety.

In the Spotlight

This month's In the Spotlight continues our focus on L&D Training Managers and their career fields they represent.

Historic Preservation Skills and Crafts ([Dorothy Printup](#))



*Dorothy Printup,
Training Manager,
Historic Preservation Skills
and Crafts*

The Historic Preservation Skills and Crafts Career Field provides hands-on learning opportunities for NPS maintenance employees and partners, utilizing historic structures and projects as the vehicle for teaching classes in preservation philosophy, building crafts, building technology, and project management. Examples of training classes that have been offered include: Introduction to Historic Preservation, Preservation Skills, Historic Plaster Repair, Historic Window Repair, Dry Stone Masonry, and Historic Mortar Analysis. Classes can be custom designed to address the unique requirements of the park or partner.

Preservation and Skills Training (PAST) Program

The [Preservation and Skills Training \(PAST\) Program](#) started in 1993 with 24 participants. It is a two-year, mentor-based, trade and preservation skills developmental training program. The program is designed for WG 3-7 maintenance employees. To date, 193 trainees have completed the program.

The blended learning program consists of a comprehensive series of one-on-one hands-on workshops. A mentor is assigned to each trainee to serve as their skills instructor to complete a minimum of eight projects. In addition to working with a mentor, the entire class attends two preservation skills workshops held in host parks.

Trainees also participate in four online classes in historic preservation conducted by the Bucks County Community College, Newtown, PA. Additional online classes include safety awareness, team building, and strategic thinking. The capstone includes a review of preservation philosophy, trainee testing, and portfolio review and evaluation. Participants that successfully complete the training program are certified as meeting the competencies of a Historical Maintenance position.

Training Manager

Dorothy currently works at the Historic Preservation Training Center located at the Gambrill House in the Monocacy National Battlefield, Frederick, Maryland. A 37-year veteran of the National Park Service, Dorothy has been managing the training center's historic preservation programs for the last 25 years. She has outstanding talents in designing hands-on training courses with continuous design improvements and logistical arrangement.

Dorothy has also worked as a Human Resource Development Specialist at Yosemite National Park and the Pacific West Regional Office in California. Her career includes state government experience in elementary and adult education where she served as an assistant instructor.

News You Can Use Quick Links

Around the Regions:

[Alaska Region](#)

[Intermountain Region](#)

[Midwest Region](#)

[National Capital Region](#)

[Northeast Region](#)

[Pacific West Region](#)

[Southeast Region](#)

[WASO](#)

Partners:

[FWS/NCTC](#)

[Stewardship Institute](#)

[Olmsted Center for Landscape Preservation](#)

[National Center for Preservation Technology
and Training \(NCPTT\)](#)

Comments / Recommendations

If you would like to submit any comments or recommendations for this communication tool, please send an email to news_you_can_use@nps.gov. Thank you.

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