

ORDER NO. 3194, Amendment No. 1 *Amended material italicized*

SIGNATURE DATE: September 30, 1996

Subject: Land and Natural Resources Management Training Coordination Committee

Sec. 1 Purpose. The purpose of this Order is to create a Land and Natural Resources Management Training Coordination Committee to oversee an integrated training program for Department of the Interior bureaus responsible for managing public real estate; bring cohesion to the principles of land management being practiced; and ensure a forum for instruction in the basic academic, scientific, and environmental principles of land and natural resources management regardless of mission variance.

Sec. 2 Authority. This Order is issued in accordance with the authority provided by Section 2 of Reorganization Plan No. 3 of 1950 (64 Stat. 1262), as amended.

Sec. 3 Establishment. The Land and Natural Resources Management Training Coordination Committee (Committee) is hereby established. It is chaired by the Assistant Secretaries for Fish and Wildlife and Parks, Land and Minerals Management, Indian Affairs, and Policy, Management and Budget. The remainder of the Committee will be comprised of the Deputy Directors of the National Park Service (NPS), U.S. Fish and Wildlife Service (FWS), and Bureau of Land Management (BLM), and the Deputy Commissioner, Bureau of Indian Affairs (BIA). The Deputy Directors and Deputy Commissioner will chair subcommittees within their respective bureaus to coordinate training for those bureaus. Other bureaus of the Department, governmental agencies, non-governmental organizations, and representatives of academia, industry, environmental interests, etc., will be consulted, as appropriate.

Sec. 4 Objectives. Objectives of the Committee are to ensure the Department has a land and natural resources management training program that:

- a. provides prospective leaders and managers within the career service with the necessary training in natural and cultural resources management and certain executive skills (e.g., management, communication, and legislative skills, etc.);
- b. assists in professionalizing the workforce by providing instruction in a wide range of disciplines applicable to managing the Nation's natural and cultural resources;
- c. prevents duplication of training efforts among bureaus (e.g., curriculum development, presentation of similar courses at the same geographic location, etc.);
- d. provides uniform instruction in the basic academic, scientific, and environmental principles of land and natural resources management;
- e. introduces concepts of ecosystem management;
- f. promotes cross-fertilization of ideas across bureaus and fosters interbureau

cooperation;

g. provides career enhancement opportunities and prepares more employees for future management and leadership roles;

h. ensures availability of training for current managers to remain abreast of current trends and maintain state-of-the-art skills and knowledges; and

i. coordinates curriculum provided at the FWS Training Center in Shepherdstown, WV, the BLM training facility in Phoenix, AZ, and the NPS Employee Development Center locations in Grand Canyon National Park, AZ, and Harpers Ferry, WV.

Sec. 5 Effective Date. This Order is effective immediately and will remain in effect until its provisions are converted to the Departmental Manual or until it is amended, superseded or revoked, whichever occurs first. In the absence of the foregoing action, the provisions of this Order will terminate and be considered obsolete on *October 1, 1997*.

/s/ Bruce Babbitt
Secretary of the Interior

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Replaces SO#3194 11/24/95