



Wisconsin's State Inter-Agency Training Committee

SITCOM's Mission: *To maintain and strengthen a statewide team of well-trained conservation professionals that carry on Wisconsin's rich history of conserving soil and water resources through a coordinated and efficient partnership.*

Meeting Notes

Tuesday, September 13, 2022 / 8:30-10:30 a.m.

Present: Pete Wurzer, Drew Zelle, Kelli Neitzel, Ryan Glassmaker, Matt Woodrow, Karl Gesch, Nate Walker, Steve Becker, Pam Fiorito, Mike Stanek, Tony Reali, Dan Marzu (substituting for Jamie and Mimi), Matt Hanewall (substituting for Dan), Kevin Erb, Jenna Mertz, Isabelle Paulsen, Chris Schlutt, Michael Hook

Absent: Stacy Dehne, Coreen Fallat, Dan O'Connell, Mimi Broeske, Jamie Patton, Emily Micolichek

Welcome, Roll Call, and Introductions

Looking Back: July 28, 2022 Minutes approved by consensus

Looking Forward: WI Land+Water Conference, March 1-3, 2023 at Chula Vista Resort in Wisconsin Dells
How can we contribute? Raffle booth swag ideas?

We have a flyer, Isabelle working with Kristin (WLW) to update. Stop and chat about initiatives. Write training ideas put into box for raffle prize, some engagement. **Add to December agenda.**

Training Needs Assessment Timeline

Can we get this ready/rolled out during early Spring 2023?

Doesn't make sense to do survey after they've already planned their trainings for the year. Drew – good idea in early part of year, good for field level. Steve Becker - everyone is so busy and training is a low priority, end of their fiscal year and survey isn't out, maybe collaborate somehow for both surveys.

Does it provide any benefit if ours goes out earlier? Mainly benefits AITCOM. Pete – looked at old survey and their AITCOM catalog almost done. NE won't hit Oct 1 deadline.

Survey in early spring would provide good guidance; there wouldn't be a gap then for rest of year. Think about combining surveys – would be simpler. Loop in Pete Rivera and Pam? Flesh out NRCS staff since their trainings are geared toward their career paths, LCDs are what they need to do their job.

New Southeast AITCOM Lead: Ryan Glassmaker

Other Challenges and Opportunities:

- Shared Files Update: What options do we have? Matt W – (*unintelligible* – Microsoft 365?) Google, Box, all locked for DATCP. They can use Teams, firewall issues for NRCS so they switch to Box. One Drive also used. Use link rather than log in?
- COVID Restrictions: What's worked and what hasn't? Kevin – no restrictions except using common sense. Steve B – no restrictions except for meeting approval for more than 20 people which is basically approved automatically. Matt W – no restrictions, try to provide a virtual option. Tony – no

restrictions, same with La Crosse.

Kevin – What do we do virtually, what’s best in person? Challenge with virtual, temptation to be multi-tasking; benefit is greater attendance. Dan M – NM hybrid trainings seemed to work except for connectivity issues, technology needs depend on size of workshop; better attendance virtually. Pete – recording sessions is important as a reference, but miss out on networking. Drew – some things better virtually, but roundtables have better discussions in person. Having a question ready in advance can help get things rolling. Kevin gives option to ask questions anonymously. Nate – benefits to training the trainer to help with learning (visual learner, etc.). Informational video series on how to do hybrid or virtual training better/best practices available in AgLearn. Kevin – capturing what works and what hasn’t is essential as we move forward - tips and tricks, guidelines.

- Future Hybrid Meetings – December meeting hybrid. Preferences? No comment.
- Unaddressed items from 2021-22 Snapshot Report – Michael will do another review and put out revised report for fall/winter.

SITCOM Development:

SITCOM’s Mission: Review and Reflect

What do we currently do well in our state?

What gaps exist, and how can we (as SITCOM) improve these areas?

Spotlight Challenge: Training Gaps Brainstorm

- Michael put some gaps in a chart – content, how we deliver, how we develop our program (mentorship), inter-agency coordination.
- Kevin – mentorship program for new hires, cohort of new hires who can bounce ideas off each other.
- Tony – mentorship, understanding other agency roles and programs, understanding DNR permitting requirements – has gotten better recently.
- Mike S – comment about survey – advanced ag topics needed (advanced professionals, trainers). Entry level employees need more basics (flesh out what basic stuff they want to know – on the farm/field). Second part of basics of ag is on the farm in Nov.
- Steve – training has been hampered by 40+ counties with different versions of AutoCAD because of budgets; hard to line up facilities/farms.
- Kevin – short list of what would be nice to have available all the time (e.g. soil pits) and how we maintain them and relationships. There are some places at local technical colleges – SITCOM initiative to inventory these options.
- Nate – mentorship, longevity of trainings – handy to have availability for basics of training for new staff so they don’t need to wait months for a training; or about to do a training and regulations change; held drop-in meetings – here’s the topic, let’s discuss it, changes outcome of meeting, value in discussion, must have a moderator.
- Matt W – mentorship, training plan outline for 1st month? Maybe SITCOM could brainstorm with topics to consider.
- Ryan – permitting for DNR/Army Corps – also add note for federal Farm Bill programs.
- Kelli - +1 mentor program, basic info for new staff.
- Drew – Keep in mind the focus of SITCOM, need action items.
- Pete – GIS, Lidar, spatial analyst – offer trainings on that; training access list.

- Dan – beginning farm/ag topics – did a basic farm tour earlier this year – got tools in hands very valuable.
- Matt H – mentorship – structure in counties changing; most valuable is person sitting next to you; permitting – moves into interagency coordination, make it easier for everybody.

Team Vote: Which gaps are the most important for us to address? Members ranked gaps via Survey Monkey.

Updated Vote Results (9/27/22): 21 responses

1. Mentorship or cohort program to support new hires (13)
2. Identifying and addressing important training topics (11)
3. Database/library of basic info or training plan outline for new hires (10)
4. Shortlist of places/items training programs could access all of the time (9)
5. Coordinated training around the state by multiple agencies working together (9)
6. Train-the-trainer strategies for in-person, hybrid, and online classes (8)
7. Common standards/practices for teaching and learning (7)
8. Understanding other agencies and how they work (roles) (7)
9. Assisting county and agency staff with navigating permitting and zoning (7)
10. Shared core values and goals for conservation professional training (7)
11. Access to or inventory of appropriate facilities for training programs (6)
12. File sharing (5)
13. Drop-in discussion sessions for people to ask questions and get feedback (5)
14. Procurement plan for updating software or tools (like CAD programs) (3)

Member Updates:

- a. AITCOM Updates
- b. 2022 Workplan Updates
- c. Other Training Updates

Steve – part 1 of 3-part series more aligned with four stream restoration objectives completed, part 2 is next Friday – field inventory tools for assessing stream impairments; part 3 is field day in Sauk County.

Dan – producer-led and cover crop conference in Dec. 13. Discovery Farms conference Dec. 14. Soil mechanics field day Oct. 5 from 9-2 in Waupaca Co. Pete – planning something like that in Burnett County late Oct., inviting newer staff as well. Isabelle posted trainings that were mentioned.
- d. Training Evaluations and Highlights – see Isabelle’s email from yesterday, many more trainings in near future will provide more to review in December.
- e. Ad-hoc Committee Opportunity: Operational Guidance Review (Targeting 4-6 members) – Pam, Drew, Kelli, Tony
 - i. Updating SITCOM direction and brand: Initiatives, logo, etc.

Future Plans:

- AITCOM Budget Requests due November 1, 2022
- Next Meeting: Tuesday, December 13, 8:30-10:30am
- Future Meeting: 2023 Dates TBD
- Timeline for 2023-24 Training Needs Assessment