

TIP 10

You heard the first nine, and now here's ten.

How about serving as an NTC instructor or trainer?

Now, again, we are very grateful for the over 400 BLMers that annually teach for us.

This has been the tradition of the employee development program for over 42 years now.

The first courses that were taught in lands and realty were taught by two people at the Phoenix field office who volunteered to do this, saw a need and stepped up to do that.

So what does it take to become an instructor?

Well, first of all, we obviously want to you to be a subject matter expert and that might take a little time to build up your confidence on that, but eventually, you will get to be recognized as a subject matter expert, maybe one part of your field or maybe for the whole entire field, and once you have established that credibility, then you need your supervisor's approval, because this will take sometime.

And this is where the hard thing comes in.

You both have to do your job as well as volunteer to help us, but without you as an instructor, without the 400 people that volunteer for us every year, we don't have a training program in the BLM.

It is the heart and the soul of the way we do business.

Now, once you have the interest, you have got than supervisor's approval, how much time does it take?

Well, we may ask you to teach a couple of hours.

We may ask you to teach a couple of days?

We may ask you to teach the entire course.

I know for one course, I taught almost the entire week and it

does take time to prepare.

And so you have to build that into recognizing what your job demands are and what the demands will be here.

But it's well worth it for you to become aware of what's going on in your discipline by working as an instructor for us.

It's a great networking opportunity also.

So, once you get approved, and you have the expertise and you find the time, how much are you going to get paid?

Well, I hate to tell you this, but we don't pay our instructors.

We do pay for their travel.

You are already on your office's dime when you do this, but there's a wealth of value in just being part of this cadre of instructors.

Great networking opportunities.

Great way to meet new colleagues.

Great way to interact with people from all over the bureau.

And this day and time, you actually get to interact with them through various opportunities not just teaching live, but teaching through webex sessions or doing a broadcast.

Your name will get out there fairly quickly and don't think this doesn't get noticed by the leadership.

They see you step up and say I like to do this I guarantee you, they will think you are a team player and so get involved.

Volunteer to be a trainer at NTC.

Now, you say, wait a minute, I would love to be a trainer and I know my discipline, but I don't know how to teach and I don't want to be in the front of the camera.

Certainly don't want to be in front of a classroom.

Well, we have gotten that all covered and we know what you need and we happen to have a group of instruction system specialists that offer training for instructors every year here at the National Training Center.

They will show you how to review lesson plans and set up objectives and then they will put you through a mock teaching exercise and give you some feedback and let you practice again.

The easiest way to get involved is simply to express an interest to your training coordinator and then come sit in on one of those courses.

Kind of, again, shadow that course, Leon, so that you see what's going on.

And take on part of the teaching for a while.

Again, great way to make contacts in the bureau.

Great way to get your name in front of folks and show that you are a team player.

And working here is a lot of fun.

We have some great coordinators here.

They do a wonderful job.

They are here and they are by discipline.

If you want to talk to certain people in the range program, they will get you involved with the curriculum advisory teams that you mentioned, Leon, and maybe coming in and sitting in as a future instructor.

Number ten, sign up to be an NTC training instructor.

Show that you are really dedicated to advancing everyone's career in the Bureau of Land Management by helping us out with this program.

So that's the top ten tips, Leon.

Thank you very much for doing that.

We'd like to hear from you now.

If you have a question or a comment for us, please give us a call or send us a fax or a text message.

Whip out those little cell phones.

You know the address.

Here's the phone numbers and the address again.

We really like to hear from you, whatever way you would like to contact us.

We've some emails come in to us prior to the program and we'll go over those, but we want to take your questions and comments first.

So at this point, let's hear from you.

Are there any questions out there?

Well, Leon, let me whip out my list of questions that I have.

I know you have some too.

Here's one that came in earlier.

Why all the required training?

And is it being tracked?

Well, there's a couple of things to that question.

Obviously people may be wanting to get around this, but we do not require most of the training that you have to go to.

That doesn't come from the bureau or the National Training Center.

These are passed in law and then passed down through OPM or the department, and then we have to meet whatever is required by law.

Now, again, I don't want you to look unfavorably on this required

training.

We are tracking it because we need to provide reports to the Washington office for various programs.

These are key ideas that are important to this government.

It's important to the department, and to the human resources community and if you are well versed in those courses you are going to have a good feel for what's important to the bureau.

Now, Leon, what about one of your questions that came?

>> L. Thomas: I believe we have an email question that came up.

>> D. Charpio: All right, Leon, do you want to take this one?

>> L. Thomas: The question is, what can I do and who should I work with to evaluate my nonfederal agency experience, so it's clear about what position I might be eligible for to advance my BLM career?

That's an excellent question, and what I would suggest is that you contact me, Leon Thomas, I am in Lotus Notes and I can walk you through what your goals are and what you are trying to accomplish and maybe I can point you in the right direction as far as what leadership development opportunities will be out there for you or what other developmental opportunities are out there.

Additionally, when you are sitting down with your supervisor and formulating that I.D.P., that's a great time to talk about, you know, what your past experiences are and how those experiences can help move you forward in the BLM and you can use those experiences to help push along some of the BLM programs we have out there.

>> D. Charpio: And Leon, I would add to that, that the human capital management folks, the H.R. office in your state office is very, very important in this.

They are going to know what things are required to make you eligible for a positive education experience job.

And so I would highly encourage you to call your H.R. officer,

and find out if one of the H.R. specialists will sit down with you and go through your experiences and then build that into whatever course or whatever curriculum or whatever job you would like to see and be part of in the future.

First, you might want to check the H.R. officer and get their advice and get their assessment of what experiences you've had and what it might qualify for.

>> L. Thomas: Another question that we had, Don, we had are the emerging leader and leadership academy programs, the ticket to getting leadership positions?

Isn't that restrictive?

And I would like to say, first of all, you do not have to go through the emerging leaders program or the leadership academy to get a leadership position in this agency or get promoted.

Those are good avenues to, you know, create the networking experiences and gain the experiences through details and things of that nature, but really, there's several ways to get involved in your home office, out in your state, so that you can build that wealth of leadership development opportunities so that you are more competitive when you compete for a job.

So the answer to the question is, no, you don't have to go through these programs.

Just look for opportunities so that you can grow and develop as a leadership.

>> D. Charpio: Thank you, Leon.

We are interested in hearing from you.

Send us a text or call us or fax us and we'll be happy to respond to your questions.

We do have a few more, Leon.

Let me go over one that came in earlier this week.

This one wants us to talk a little bit more about the detail assignments and as to development opportunities.

You know, again, I -- I have been on a number of details that really help advance my career.

When I was in the state office this was an opportunity to go out to the field and work as a recreation planner and process permits and work with the insurance aspects of it.

Very, very helpful to a new person that was not very familiar with the bureau's operation.

Probably the best opportunity I had, Leon, though, was I was an assistant field manager and an opportunity came up to do an acting role as a field manager.

And in that role, you really get to make some crucial decisions and so had really tested my mellow and tested my experience with dealing with folks.

I know some people go on details for months and some people go on details for just weeks.

What has been your experience?

>> L. Thomas: Any detail experience is going to be a good experience.

What I would suggest is you try to do some things where you are actually outside of your comfort zone a little bit so you can grow.

Additionally if you can get a detail assignment that's at least 60 days, I just personally feel you get a lot more out of it.

I know on the details, right at 30 day point, I felt like I knew a little bit about what I was supposed to be doing and it would be terrible if that were about the time you were about to leave.

If you would hit the 30 day point and get a grasp for how you fit in the new role and then use the second 30 days to really make a difference, I think you get a lot more out of the detail.

>> D. Charpio: Okay, we are going to take a call now.

We have got -- who is this from burns, Oregon?

Jana from Burns, Oregon.

>> Participant: Hi, Leon.

>> L. Thomas: Hi, how are you doing?

>> Participant: I had a question.

I'm the district water rights specialist here at the burns BLM here in burns, Oregon, and I know some years back there at the National Training Center, you guys offered some water rights training and it hasn't been offered for quite sometime and it doesn't look like it's on the list any time soon.

And I was also wondering about some training for certified water rights examiners, since that -- since there aren't very many and we are having to contract out for that or pay outside engineers.

Do you have any information or where -- or where could I -- who could I get ahold of to get some information on either of those?

>> L. Thomas: Don has some information for you on that.

>> D. Charpio: You know, I just saw the list for next year and we do have some water courses in there.

We had a transition in our soil, air and water coordinator this past year and so our new person has been getting up to speed and it's been taken her a little while to get familiar and weed through all the aspects of what should be offered, what the needs are out there.

But we certainly will share with her your concerns and your enter and I know after looking at the curriculum for next year, that there are some courses in there that we haven't offered in a while.

So be looking for those and that should be in DOI learn and then also we are going to post on our NTC web site a catalog.

>> L. Thomas: Thank you for that question.

>> D. Charpio: Yes, thank you, Jana.

>> Participant: Thank you.

>> D. Charpio: Leon, I have another question here.

Do you have any advice for dual career advancement?

Is it really challenging -- it's really challenging to find two suitable openings in an office or a town at once.

Oh, that's a tough one.

>> L. Thomas: Yes, that's a tough one.

I will take a stab at it and then you can pick me up where I fall.

>> D. Charpio: Okay.

>> L. Thomas: You know, basically, one, you want to work with the H.R. office, both in your state and wherever the gaining state is that you are trying to -- to go to, but just like with anything else, it's about networking.

You have to let people know what the skill set is that you and your spouse have so that they can better place you.

I have a situation where I hired an outstanding business admin coordinator, and she's here with us right now, but her husband is still back in Alaska.

So what I'm trying to do is I'm just putting the feelers out for him.

I'm taking his resume around and we are beating the street and trying to see if we can get him a job here in Arizona.

If I had no idea what his skill sets were, there's no way that I could help market him and so basically just let people know what your intentions are.

Give us the tools so we can help you out and we'll definitely help you out.

What I'm doing is I'm marketing and trying to make sure that I can get this family back together.

>> D. Charpio: And that question was from Meagan.

Meagan, I also would add that in the past, I have been told many times that the bureau really likes to try to accommodate folks and it's been my experience over the years that that has truly happened, as people have moved around the country.

It's always opportunistic.

This may be one opening now, but this may not be another one in the spouse's field for a while.

The other thing is we also need to look at the other organizations that might be in that town or that community and your supervisor, your manager in that district office probably can help you get in touch with them.

They probably already network with those folks and so using that network of folks that you know in your office to get to know some of the people in forest service or Fish & Wildlife Service or local game and fish department would be another way I would approach, it but let them know that you have this need.

We have another one coming in.

This is --

>> L. Thomas: Right.

>> D. Charpio: This is a text message.

This is our first text message.

>> L. Thomas: You are going to make me read it.

I have been discouraged from details outside of state -- outside of the state or program.

How might I work this?

Like I mentioned earlier, just sitting down and having an honest conversation with your supervisor about what your goals and objectives are about your career advancement and let them know about the roadblocks they are having and let them know the

importance of you, as far as advancing your career.

We hear at NTC, we highly encourage that you get outside of your program area and outside of your comfort zone a little bit but on the same token, we want to make sure that you are garner the skills and the abilities in your program area too, so you can help out the agency's mission.

So it's a tight rope to walk, but I think that if you just share your goals and your desires, I think that your supervisor and the leadership and your chain of command will begin to support you in being able to get outside of your state or program area.

>> D. Charpio: It will be tough in the future area, though.

Obviously your allegiance is not just to your state, and your local area but to the bureau.

Obviously it will help if you can find something within your state for reasons of travel dollars and supporting your state objectives and needs.

>> L. Thomas: Great text message.

We were debating about whether we could do it or not.

I was proven.

I'm sorry that the name isn't on there.

>> D. Charpio: We always say call in or email us and, of course, you are sitting in some big room in your state office or in your field office and there's no computer.

There's no phone.

This' no fax.

My son says, fax, dad?

What's a fax.

I will text you on my cell phone.

This may be the future of our interactivity on the broadcasts.

All right, so it's time to wrap up.

At this point, we need to, again, thank you for participating in our question and answer part, for tuning in today.

We appreciate your questions and comments.

I would like to thank Leon for joining us but I would like to think that we will make a difference for doing this program.

I intend to have this hosted on our web site, on the knowledge resource center, on the front page of the NTC web site in the future.

If you missed the program, if someone out there missed the program, make sure you let them know that this is going to be up in the near future on our NTC home page.

Again, thanks for being with us today.

We appreciate all the work that you do out there.

We are really interested in your development, both personal development as well as your professional development.

We think that you will find that your supervisors and your managers are also committed to that.

We hope this program has been helpful to you, and we have seen some new ways of finding a way to advance your career in the BLM.

Thanks again for being with us, and so long from Phoenix.

>> This broadcast has been a production of the BLM National Training Center.