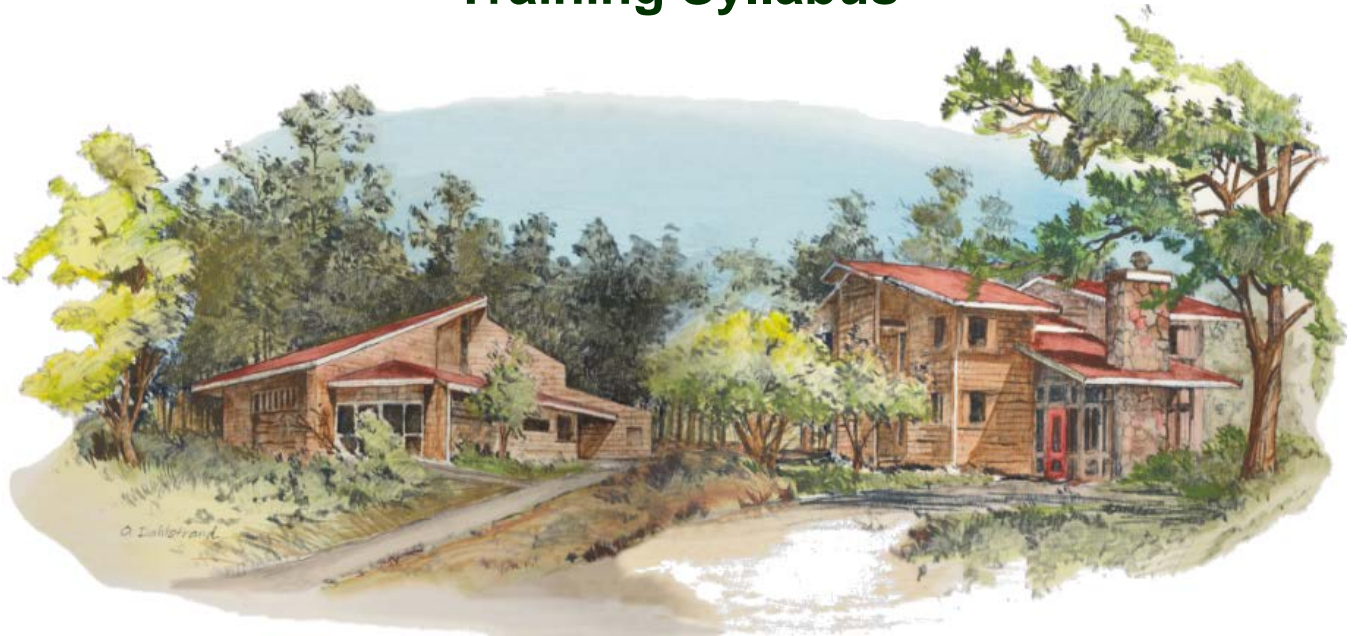


Advanced Trails Program: Bridge

September 30 – October 5, 2018

Training Syllabus



William Penn Mott Jr. Training Center



Memorandum

Date: August 21, 2018

To: Supervisor

From: Debbie L. Fredricks, Chief
Training Section
California State Parks

Subject: Employee Attendance at Formal Training
Advanced Trails Program: Bridge Group 11

An employee from your office will soon be attending the formal training program described in the attachment. Please ensure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work. You can assist with capturing the full value of the training by taking the following steps:

Prior to Training

1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Specialist.
2. Review with the employee the reason for the employee's attendance.
3. Review objectives and agenda with the employee.
4. Discuss objectives and performance expected after the training.

Immediately Following Attendance

1. Discuss what was learned and intended uses of the training.
2. Review the employee's assessment of the training program for its impact at the workplace.
3. Support the employee's use of the training at the work place.

Three Months Following Training

1. Supervisor evaluates the effectiveness of the training on the employee's job performance and meets with employee to discuss the evaluation.

Thank you for your assistance in seeing that the full benefit of training is realized.



Debbie L. Fredricks
Training Section Chief

Attachment

cc: Participant

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Mission Statement Training Section

The mission of the Training Section is to provide knowledge, empowerment, and inspiration through collaboration, consulting, and the delivery of exceptional training programs.

TRAINING SECTION STAFF

Debbie L. Fredricks..... Training Section Chief
Ann D. Slaughter Mott Training Center Manager
Eric Marks..... Leadership and Staff Development Manager
Jack Futoran EMS and LFG Training Coordinator
Jeff Beach..... Training Consultant
Joel Dinnauer..... Training Consultant
Dave Galanti Training Consultant
Karyn Lombard Training Consultant
Sara M. Skinner Training Consultant
Vernon Reyes Instructional Designer
Jason Smith Academy Coordinator
Jeremy Alling Cadet Training Officer
Matt Cardinet Cadet Training Officer
Raymund Nanadiego Cadet Training Officer
Lisa Anthony Program Coordinator
Edith Alhambra Assistant Program Coordinator
Jessica Kohls..... Assistant Program Coordinator
Nate Steffen..... Assistant Program Coordinator
Pamela Yaeger Assistant Program Coordinator

THE MISSION

of the California Department of Parks and Recreation is to provide for the health, inspiration and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.



FORMAL TRAINING GUIDELINES

Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its main training facility, the William Penn Mott Jr. Training Center, and other locations including Marconi Conference Center. The Department strives to enhance your learning and job performance with formal training of the highest quality.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

1. **SYLLABUS:** The syllabus is now accessible on the Employee Training Management System (ETMS) and on the California State Parks website under the Learning/Training Section. Your copy of this syllabus is an important part of your training experience and should be brought with you to training. Read it before you arrive and review it following the program along with material you received at training.
2. **PRE-TRAINING ASSIGNMENTS:** Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources.
3. **TRAVEL:** Arrange your travel to and from the training through your District or Office. (No reimbursement for travel expense - including per diem costs - will be

approved for travel not specifically authorized in advance by the District Superintendent.) Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6. The Mott Training Center does not have the capability to provide transportation to/from Monterey airport.

The cost of your travel (airfare, mileage, rental car, etc.) is paid by your District or Office **to** and **from** the location of the training.

4. **HOUSING:** Housing will be assigned to you on a shared-room basis and will be available from 3:00 p.m. on the date of arrival to 12:00 noon on the date of departure. The Department provides your room and board expenses at the Mott Training Center only. No per diem allowance will be authorized for living off-grounds. This does not preclude living off-grounds at your own expense. Advise the Department Training Consultant no later than two weeks before your scheduled arrival if you plan to live off-grounds. No animals are permitted in Asilomar housing. In the event of an emergency, staff must know your room assignment; therefore, you may not switch rooms without staff approval. Overnight guests are not allowed in the buildings unless registered beforehand at the front desk in Asilomar's Administration Building. Quiet hour for lodge living areas is 10:00 p.m.

Note: You may be assigned a room at a motel while attending training. If so you may be asked to present a valid credit or debit card while checking in to your room. Many motels require a credit card to cover charges incurred such as telephone calls, damages to rooms and/or furnishings, fees to clean rooms that have been smoked in that are not designated as smoking rooms, etc. Be prepared to handle this appropriately.

5. **ENROLLMENT OR HOUSING CANCELLATION POLICY:** To cancel participation in a course, the participant must have their District Superintendent or Section/Office Manager send an email to the Training Consultant assigned to the course requesting to remove the participant. If you do not need lodging or must change or cancel your reservation for lodging, you must contact the Mott Training Center or Training Consultant assigned to the course at least 2 weeks prior to your date of arrival. Lodging, registration, and associated fees will be charged to the employee's District or Section/Office if a training cancellation is received with less than two weeks' notice.

The Training Section is committed to ensuring that the reservation that has been made for you is accurate and needed.

6. **OFF-GROUNDS ACCOMMODATIONS:** When authorized to stay off-grounds by the Department Training Consultant, the Mott Training Center will absorb the cost of your room and meals at the current CSP Asilomar rate. If you stay off-grounds

and have meals on grounds, the Mott Training Center will authorize only what the Department pays Asilomar for lodging.

7. MEALS: Meals will be provided, semi-cafeteria style, from dinner on the date of arrival through lunch on the date of departure. Meals will be served at 7:15 a.m. for breakfast, 12:00 noon for lunch, and 6:00 p.m. for dinner. Hot or box lunches may be provided on some days. If you require a special diet, contact the Training Consultant Jeff Beach to request the Asilomar Dietary Restriction form no later than two weeks prior to the course start date. The Training Consultant will forward the form to the appropriate Asilomar Conference Grounds staff.

In order to assist participants with limited mobility, Asilomar provides a shuttle to and from the dining hall. Contact either Asilomar staff upon check-in, or Mott Training Center staff upon your arrival, for instructions on arranging a transport.

8. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, will be worn daily by all uniformed employees during formal training sessions **unless otherwise specified in the Program Attendance Checklist**. Non-uniformed employees shall wear apparel normally worn on the job. Appropriate attire includes apparel suitable for professional office dress. It does not include such items as shorts, t-shirts, tank tops, or sandals.

Because we are on the conference grounds with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

9. ROOM SAFES: Two safes have been installed in each of the lodge rooms used by the Mott Training Center (Live Oak, Tree Tops, and Deer Lodge). These safes are a type that allows the user to input their own combination of numbers to facilitate opening and closing. The Mott Training Center has a master key for emergency entry. Safes are to be left in the open position when checking out of your room.
10. ALCOHOLIC BEVERAGES: Participants shall not possess or consume alcoholic beverages in common areas (living room) while on the Asilomar Conference Grounds unless provided and hosted by Concessionaire ARAMARK.
11. SMOKING: Smoking is not permitted in the Mott Training Center or in any lodge or guest room on the Asilomar Conference Grounds.
12. TRAINING CENTER: The Mott Training Center is located on Asilomar Conference Grounds, part of Asilomar State Beach. The Conference Grounds are operated for our Department by a concessionaire, and all lodging and food services are provided to us by employees of the concessionaire. Constant efforts are made to maintain a sound, harmonious working relationship between the Department and

concessionaire. None of us can expect preferential treatment for any reason and, as a departmental employee you will be expected to join in our continuing effort toward an effective relationship with each Asilomar concession staff member. On occasion, non-departmental groups may be staying in the same lodges. It is imperative that you represent the Department well on and off duty.

13. **REGISTRATION:** When you arrive at Asilomar Conference Grounds, proceed directly to the front desk at the Asilomar Administration Building for your room key and dining room ticket. If you require vegetarian meals, notify the front desk representative and your meal ticket will be marked accordingly.
14. **COURSE LEADERS:** The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.
15. **TRAINING SECTION STAFF:** Jeff Beach is your Training Consultant and has been assigned the responsibility for your training group. That staff member usually serves as a Course Leader as well as a Coordinator. During the program, you may be asked to assist Training Section Staff in the logistics of your training program (organizing field trip transportation, supervising classroom breaks, etc.). Training Section Staff will do all within their power to make your training experience pleasant and meaningful.
16. **TRAINING MATERIALS:** May be made available to you at both your unit and the Mott Training Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Bring your own pens and pencils.
17. **ATTENDANCE:** Regular attendance is a critical course requirement and your participation is important to the success of this training. An absence of more than 10% of the course hours constitutes grounds for dropping a participant from the course. The Department Training Consultant may modify this requirement based upon participant knowledge level and/or the portion of the course missed. All absences, except those of an emergency nature, must be approved in advance by the Training Consultant.
18. **VEHICLES:** All vehicles should be parked in the lots adjacent to the Mott Training Center. Any questions regarding use of a State vehicle while at the Mott Training Center should be discussed with your supervisor prior to your departure for training, or with your Program Coordinator while at the Mott Training Center.

19. BICYCLES: If you bring your bicycle, store it in the bicycle shed next to the Mott Training Center (acquire combo from the staff). Bicycles shall not be brought into any building nor chained to lamp posts, trees, etc.

20. MAIL: Mail forwarded to you during your time at the Center should be addressed to you in care of:

California State Parks
WILLIAM PENN MOTT JR. TRAINING CENTER
PO Box 699, Pacific Grove, CA 93950

21. CELL PHONES: As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not receive or make cell phone calls during class time. Limit those calls to your breaks.

22. FAX: The Mott Training Center's FAX number is (831) 649-2824.

23. TELEPHONE: Limit phone calls during classroom hours to urgent business or emergencies. Anyone wishing to contact you by telephone during working hours should call the Center at (831) 649-2954. Calls after 5:00 p.m. or during weekends should be made to (831) 372-8016, Asilomar Conference Grounds, and the caller should tell the switchboard operator you are with a California State Parks training group. **Note: There are no longer pay telephones outside of the Mott Training Center. There are pay telephones located at the Asilomar Administration Building.**

24. RECREATION: Facilities available on grounds include a heated swimming pool, pool tables, and a volleyball court. The Monterey area offers horseback riding, golf, tennis, racquetball, deep sea fishing, and many historical landmarks and scenic sights to explore.

25. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor.

26. COFFEE BREAK REFRESHMENTS: Will be available throughout each session. You will be asked to contribute to the "Hospitality Fund" to defray expenses. Bring your own coffee cup.

PROGRAM ATTENDANCE CHECKLIST

To assist you in your preparation for formal training the following list is provided:

- ___ 1. Read and understand the Advanced Trails Program: Bridge syllabus prior to your arrival at the training.

- ___ 2. Complete the pre-training assignment:
 - Be prepared to discuss the projects you will be assigned in the next twelve months that will utilize the skills developed during the training program.

- ___ 3. Remember to bring the following with you to training:
 - Program syllabus and Trails Handbook.
 - Personal safety equipment (safety glasses, ear protection, gloves, hardhat, sunscreen, wading shoes and pants for the bridge assessment exercise). **Hardhats must be worn in the field.**
 - Appropriate work clothing and rain gear with good work boots.
 - Wading shoes and clothing appropriate for bridge assessment lab.
 - Daypack to carry any personal items and drinking water.
 - Alarm clock, pens, and pencils.
 - Uniforms are not required for this training session. Please wear appropriate work clothing as stated above.

- ___ 4. **Do not contact** Asilomar to make any personal arrangements. All special arrangements must be made via the Training Center office. If you have questions or need assistance, contact Training Specialist Jeff Beach at (831) 901-5864 or Jeffrey.Beach@parks.ca.gov.

WARNING – Poison oak, which many people find highly irritating to the skin, is prevalent in this area. Persons who may have sensitivities are advised to take care to not come in contact with this plant while hiking and working, and should take any other preventative measures as may be appropriate.

Ticks are also frequently found in and around the lab work areas. Participants need to familiarize themselves with details on how to identify and safely remove Ticks

POST-TRAINING ASSIGNMENT

Prior to ninety days after the completion of this program, the employee and his/her supervisor should discuss the impact and assess the effectiveness this program has had on the employee.

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the employee, supervisor, and Training Section in providing a return on the training investment to the Department.

ADVANCED TRAILS PROGRAM: BRIDGE GROUP 11
September 30 – October 5, 2018

The first meeting and subsequent classroom sessions will take place at the Mott Training Center at Asilomar. Field sessions will take place at Pt. Lobos State Reserve, Garrapata State Park, Julia Pfeiffer Burns State Park and Carmel Beach State Park in the Monterey District. We will be vanpooling from Mott Training Center, Asilomar. Your punctuality is required to successfully complete this class.

If you are late you will be left behind!

Sunday

Sept. 30

1500-2100 REGISTRATION: *Check in at Asilomar Conference Grounds registration desk for participants staying on grounds*

Monday

October 1

0800-0830	Program Orientation	Beach
0830-1000	Intermediate Class Review	Shannon
1000-1200	Bridge Design and Construction Lecture	Allsop
1200-1300	Lunch and Transportation to Garrapata State Park	All
1300-1700	Trail Bridges Assessment Practical Lab (wear wading shoes and clothes)	Allsop/Turner/ Shannon/Hiles/ Pereira
1700-1800	Transportation from Garrapata State Park to Asilomar	All

Tuesday

October 2

0800-0900	Transportation to JP Burns, Garrapata and Carmel Beach/Pt Lobos SNR and State Parks	All
0900-1600	Rotating Labs: Puncheon Construction - RED TEAM Stage 1 Bridge Layout - BLUE TEAM Stage 2 Bridge Construction - GREEN TEAM	Nelson/Sylvia/ Cline-James Allsop/Young Shannon/Hiles Turner/Miller/ Pereira
1200-1300	Lunch in the Field (boxed lunches)	
1600-1700	Transportation from field sites to Asilomar	All

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If you are late you will be left behind!

Wednesday

October 3

0800-0900	Transportation to JP Burns, Garrapata and Carmel Beach/Pt Lobos SNR and State Parks	All
0900-1600	Rotating Labs: Puncheon Construction - RED TEAM	Nelson/Sylvia/ Cline-James
	Stage 1 Bridge Layout - BLUE TEAM	Allsop/Young
	Stage 2 Bridge Construction - GREEN TEAM	Shannon/Hiles Turner/Miller/ Pereira
1200-1300	Lunch in the Field (boxed lunches)	
1600-1700	Transportation from field sites to Asilomar	All

Thursday

October 4

0800-0900	Transportation to JP Burns State Park and Carmel Beach/Pt Lobos SNR and State Parks	All
0900-1600	Rotating Labs: Puncheon Construction - RED TEAM	Nelson/Sylvia/ Cline-James
	Stage 1 Bridge Layout - BLUE TEAM	Allsop/Young
	Stage 2 Bridge Construction - GREEN TEAM	Shannon/Hiles Turner/Miller/Pereira
1200-1300	Lunch in the Field (boxed lunches)	
1600-1700	Transportation from Carmel Beach State Park and JP Burns State Park	All

Friday

October 4

0800-0930	Motorized Trail Equipment Lecture	Pereira
0930-1100	Trail Budgeting	Hiles
1100-1130	Course Review	Turner
1130-1200	Program Evaluation and Departure	Beach

PROGRAM: ADVANCED TRAILS PROGRAM: BRIDGE

PROGRAM OUTLINE

<u>PROGRAM ORIENTATION AND REGISTRATION</u>	1
<u>PUNCHEON AND BRIDGE LAYOUT AND CONSTRUCTION</u>	31
Assessment.....	
Construction Lab	
Lecture	
Layout	
<u>MOTORIZED EQUIPMENT</u>	1.5
Environmentally Sensitive Techniques.....	
Cost Benefit.....	
<u>TRAIL BUDGETING</u>	1.5
473's.....	
Maximo.....	
<u>CLASS REVIEW AND FINAL EXAM</u>	1.5
<u>PROGRAM EVALUATIONS</u>	<u>0.5</u>
 TOTAL HOURS	 37.0

ADVANCED TRAILS PROGRAM: MAINTENANCE MANAGEMENT

PROGRAM ORIENTATION

Purpose: Participants and Trainers will become reacquainted with each other and the Training Specialist. The group will be given information on the logistics of the week's training program. Each participant will share how they have applied the knowledge gained in the two previous programs at their district and what expectation they have for this program. In addition, the program content will be reviewed.

Performance Objectives: By the close of the session the participant will

1. Review program content, procedure, and evaluation processes.
2. Share and record expectations with group members.

BRIDGE LAYOUT AND CONSTRUCTION

Purpose: Develop the participant's knowledge of trail bridge construction and maintenance techniques, proper site planning, and crossing alternatives.

Performance Objectives: By the close of the session the participant will

1. Identify the necessity and design of different types of trail bridges.
2. Demonstrate sound project management principles that are required to properly locate, layout and construct a trail bridge on parkland.
3. Develop knowledge of skills and techniques to layout and safely construct a complete wooden trail bridge.

MOTORIZED EQUIPMENT

Purpose: To develop an understanding of the appropriate use of motorized equipment in a Trail Maintenance and Management Program.

Performance Objectives: By the close of the session the participant will

1. Avoid the environmental impacts of trail construction and maintenance utilizing motorized equipment.
2. Evaluate the cost benefits of motorized equipment in construction and maintenance projects on trails.

Training Center, 837 Asilomar Blvd., Pacific Grove, CA 93950

