

CREW LEADER

April 7-10, 2013

Training Syllabus



William Penn Mott Jr. Training Center



Memorandum

Date: March 28, 2013
To: Supervisor
From: William Penn Mott Jr. Training Center
Department of Parks and Recreation
Subject: Employee Attendance at Formal Training
Crew Leader Group 1

An employee from your office will soon be attending the formal training program described in the attached. Please insure 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 Coordinator.
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 and review the due date of the Post-Training Evaluation form.
3. Support the employee's use of the training at the work place.

Prior to Three Months Following Training

1. Employee after discussion with the supervisor login to the Employee Training Management System (ETMS) to complete the Post-Training Evaluation form.
2. Supervisor evaluates the effectiveness of the training on the employee's job performance and login to the ETMS to complete the Training Effectiveness Assessment form.

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



Joanne Danielson
Acting Department Training Officer

Attachment

cc: Participant

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Mission Statement Training Section

***The mission of the Training Section is to improve
organizational and individual performance through
consulting, collaboration, training and development***

MOTT TRAINING CENTER STAFF

Joanne Danielson	Acting Department Training Officer
Juventino Ortiz.....	Acting Academy Coordinator
Pat Bost	Office Manager
Chuck Combs	Training Specialist
Sara M. Skinner	Training Specialist
Dave Galanti	Training Specialist
Karyn Lombard	Training Specialist
Matt Cardinet	Cadet Training Officer
Dan Kraft.....	Cadet Training Officer
Nicole Shannon	Cadet Training Officer
Dan Raducanu	Cadet Training Officer
Pamela Yaeger	Assistant Program Coordinator
Edith Alhambra	Assistant Program Coordinator
Ellen Dewsnap.....	Assistant Program Coordinator
Socorro Wallace	Program Assistant
Joanne Ciccone	Program Assistant
Ginger Henry	Program Assistant
Rogers Williams.....	Program Assistant

THE MISSION

of the California State Parks 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). You should print a copy of the syllabus to bring with you to class. 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. (Pre-training assignments are listed in the "Training Attendance Requirements" section.)

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 (air fare, 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. Please advise the Department Training Officer no later than one week 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.

Please 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. Please 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 Specialist 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 Specialist assigned to the course at least 72 hours 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 72 hours notice.

The Mott Training Center 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 Officer, the Mott Training Center will pick up the cost of

your room and meals at the current DPR 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, notify the Asilomar Chef at 831-372-8016 no later than one week before your scheduled arrival.

In order to assist participants with limited mobility, Asilomar provides a shuttle to and from the dining hall. Please 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, not including optional items, 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. WEAPONS: Weapons are permitted in rooms under the following conditions. Authorized firearms and magazines stored while at the Mott Training Center shall be in a safe condition and stored in one of the following locations: your room safe in Live Oak, Tree Tops, or Deer Lodge, one of the Mott Training Center's safes in the Whitehead Room or secured in your vehicle.
11. 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.
12. SMOKING: Smoking is not permitted in the Mott Training Center or in any lodge or guest room on the Asilomar Conference Grounds.

13. **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.
14. **REGISTRATION:** When you arrive at Asilomar Conference Grounds, go 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.
15. **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.
16. **TRAINING SECTION STAFF:** Chuck Combs is your Training Specialist 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.
17. **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. Copies of DAM and DOM will be available to you for self-study. Bring your own pens and pencils.
18. **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 Officer 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 Specialist.

19. 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.
20. BICYCLES: If you bring your bicycle, store it in the bicycle shed next to the Mott Training Center. Bicycles may not be brought into any building nor chained to lamp posts, trees, etc. The Mott Training Center has a limited number of bicycles available for your use. Prior to your use, you are required to complete a safety inspection and sign a waiver which is posted in the bicycle shed.
21. MAIL: Mail forwarded to you during your time at the Center should be addressed to you in care of:

Department of Parks and Recreation
WILLIAM PENN MOTT JR. TRAINING CENTER
P. O. Box 699, Pacific Grove, CA 93950
22. 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 be receiving or making cell phone calls during class time. Please limit those calls to your breaks.
23. FAX: The Mott Training Center's FAX number is (831) 649-2824.
24. 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. **Please Note: There are no longer pay telephones outside of the Mott Training Center. There are pay telephones located at the Asilomar Administration Building.**
25. LAUNDRY AND DRY CLEANING: May be taken care of by you at one of several local establishments.
26. RECREATION: Facilities available on grounds include a heated swimming pool, ping-pong and 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.
27. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor. See "Program Attendance Requirements" in this syllabus.
28. COFFEE BREAK REFRESHMENTS: Will be available throughout each session. You will be asked to contribute to the "Hospitality Fund" to defray expenses. Please bring your own coffee cup.

PROGRAM ATTENDANCE CHECKLIST/PRE-TRAINING ASSIGNMENT

To assist you in your preparation for formal training session at the William Penn Mott Jr. Training Center the following list is provided:

_____ 1. Read and understand the Crew Leader Program Syllabus prior to your arrival at the Mott Training Center.

_____ 2. Discuss the Crew Leader program with your supervisor. What specific changes in your abilities and performance are expected to result from your attending this training?

- Discuss the projects you will be assigned in the next twelve months which will utilize the skills developed during the training program.

_____ 3. Complete Pre-Training Assignment

Develop Questions: Develop 3-5 questions relating to the implementation of construction and/or resource improvement projects. Questions can be developed from past experiences in project implementation and should focus on methods and processes designed to improve project management, scheduling, inspecting, logistics and safety associated with project implementation. Questions will be presented by class participants during a question and answer session at the end of the course.

_____ 4. Arrange your travel through your District Office/Section.

_____ 5. Remember to bring the following with you to training:

- Program syllabus and all pre-training assignments.
- Coveralls or appropriate work clothing and sturdy work boots.
- Rain gear.
- Proper field uniform (review Uniform Handbook).
- Coffee cup, pens, pencils.

POST-TRAINING ASSIGNMENT

Prior to ninety days after the completion of this program, the employee and his/her supervisor should sit down and discuss the impact and assess the effectiveness this program has had on the employee. Then both the supervisor and employee should login to the Employee Training Management System (ETMS) and complete the Post-Training Evaluation form (an email will be sent to both employee and supervisor notifying them that the evaluation needs to be completed).

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 training participant, supervisor, and Mott Training Center in providing a return on the investment the Department has on training.

CREW LEADER TRAINING PROJECTS: MAINTENANCE MANAGEMENT GROUP 1
A G E N D A – April 7-10, 2013

This program will be conducted at the William Penn Mott Jr. Training Center, Madrone Room. Field session will be held at various Monterey District Parks. Vans will transport you to and from the Field sessions and will leave the Mott Training Center promptly at 0800 daily and return by 1700 on field days.

Sunday

April 7

1300-1400	Program Orientation, Registration, and Expectations	Combs
1400-1500	Project Development	Knapp
1500-1600	Spike Camps	Turner
1600-1700	Crew Management	Knapp
1700-	REGISTRATION: Check in at the Asilomar Registration Building.	All
1800-	Dinner	All

Monday

April 8

0700-0800	Breakfast	All
0800-0900	Transportation to Pfeiffer Big Sur, Point Lobos, and Garrapata	
0900-1600	Rotating Labs: Forestry Project Pre-start Trail Project Pre-start Campground Project Pre-start Project Design/Record Keeping	Nickontro Knapp Spann Turner
1200-1300	Lunch in Field	All
1700-1800	Transportation from Pfeiffer Big Sur, Point Lobos, and Garrapata	All
1800-	Dinner	All

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Tuesday

April 9

0700-0800	Breakfast	All
0800-0900	Transportation to Pfeiffer Big Sur, Point Lobos, and Garrapata	All
0900-1600	Rotating Labs: Forestry Project Pre-start Trail Project Pre-start Campground Project Pre-start Project Design/Record Keeping	Nickontro Knapp Spann Turner
1200-1300	Lunch in Field	All
1700-1800	Transportation from Pfeiffer Big Sur, Point Lobos, and Garrapata	All
1800-	Dinner	

Wednesday

April 10

0700-0800	Breakfast	All
0800-0900	Environmental Compliance	Spann
0900-0930	Contracting Types	Knapp
0930-1000	Training and Crew Development	Turner
1000-1030	Corps Member Development	Nickontro
1030-1130	Question and Answer Session	All
1130-1200	Program Evaluation and Departure	Combs

CREW LEADER TRAINING

PROGRAM OUTLINE

<u>PROGRAM ORIENTATION</u>	1.0
<u>PRE-START MEETINGS AND RECORD KEEPING</u>	16.0
Lecture	
Field Labs.....	
<u>PROJECT DEVELOPMENT</u>	1.0
Scheduling Staff and Equipment	
Roles and Responsibilities	
Inspections	
Pre-start Preparations	
<u>SPIKE CAMPS</u>	1.0
Proper Setup and Operations.....	
Food Management and Logistics	
<u>ENVIRONMENTAL COMPLIANCE</u>	1.0
Required Approvals	
Best Management Practices (BMP's).....	
<u>CREW MANAGEMENT</u>	1.0
Project Safety	
Running a Crew	
Remote Work Locations	
Record Keeping	
<u>CONTRACTING TYPES</u>	0.5
Lump Sum	
Performance.....	
Time and Materials.....	
<u>TRAINING AND CREW DEVELOPMENT</u>	1.0
Hiring Practices	
Corp Member Development	
<u>STUDENT QUESTIONS</u>	1.0
Question and Answer	
<u>PROGRAM EVALUATIONS</u>	<u>0.5</u>
TOTAL HOURS.....	24.0

CREW LEADER TRAINING

PROGRAM ORIENTATION AND REGISTRATION

Purpose: Participants and Trainers will become acquainted with each other and the Program Coordinator. The group will be given information on the logistics of the week's training 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.

PRE-START MEETINGS AND RECORD KEEPING

Purpose: Develop the participant's knowledge of necessary on-site processes and checklist's to perform prior to project implementation. Provide field experience in recording project performance on a daily and weekly basis. Design and schedule projects from scope of work.

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

1. Ensure that all pre-project requirements and necessary project implementation steps are in place prior to project implementation.
2. Develop knowledge and skills necessary to understand and perform record keeping of project performance.
3. Design projects based on predetermined scope of work. Determine task, timeline, materials, and construction methods necessary to complete project design.

PROJECT DEVELOPMENT

Purpose: To develop an understanding of the necessary planning steps and processes required to ensure success both prior to and during project implementation.

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

1. Properly schedule necessary staff, equipment, and materials required for successful project implementation.

2. Understand roles and responsibilities of project implementation staff to include project managers, technical supervisors, crew supervisors, team leads, and crew members.
3. Understand and appreciate the importance of mandatory full time and periodic inspections.

SPIKE CAMPS

Purpose: Learn to properly site, setup, and operate a spike camp to ensure crew efficiency, health and safety, and project success.

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

1. Evaluate site conditions to determine the best locations for spike camp operations.
2. Gain a working knowledge of the necessary equipment, proper layout techniques, protocols, and standards required for spike camp operations.
3. Have an improved understanding of the options and logistics necessary to properly feed a crew.

ENVIRONMENTAL COMPLIANCE

Purpose: Gain an understanding of the proper steps and procedures needed to ensure a project complies with previously determined environmental compliance commitments.

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

1. Determine and understand previous environmental compliance commitments and ensure those commitments are documented on-site and followed during project implementation.

CREW MANAGEMENT

Purpose: Learn to properly manage a project implementation crew to ensure safety, efficiency, and quality control.

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

1. Understand the necessary procedures and protocols required for crew safety.

2. Have an improved understanding of how to manage crews in different environments to include remote locations.

CONTRACTING TYPES

Purpose: Develop the participant's knowledge of the different contracting methods that can be used in project implementation.

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

1. Understand the contracting options available and the associate advantages and disadvantages of those contracting methods.
2. Develop knowledge of the necessary inspections and recording associated with different contract types to ensure project success.

TRAINING AND CREW DEVELOPMENT

Purpose: Learn proper hiring and training procedures necessary for proper crew development.

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

1. Understand state government hiring options and strategies necessary to develop and maintain work crews.
2. Understand the importance of proper crew training prior to and during project implementation and the proper techniques to ensure effective training.

location map for
WILLIAM PENN MOTT JR. TRAINING CENTER
837 ASILOMAR BLVD.
PACIFIC GROVE, CALIFORNIA 93950

