



SOCIETY OF OUTDOOR RECREATION PROFESSIONALS

SORP provides leadership for the outdoor recreation profession through skill development, networking, and technical guidance.

Using Competencies to Identify Career Pathways



Outline

Review ORPCF

Self-evaluation Tool

Panelist Q&A

CEU Credits

Interested in obtaining learning credits for this session?

- ➔ Quiz: <https://forms.gle/6qbcFyq9cJ36jCwb7>
- ➔ Survey: <https://forms.gle/HQikXjxFK6jucB9d6>

This course is worth the following credits courtesy of American Trails: 1.00 AICP CM | 1.00 LA CES HSW | 0.10 CEU/1.00 PDH (Equivalency Petition). A certificate is automatically emailed to those who pass. Quizzes can be retaken if need be.

This webinar is being recorded and will be available at www.recpro.org. After the webinar wraps all registered attendees will receive an email with a link to the recording and links for CEU credits.



Scan for Quiz



Scan for Survey

Presenters



Angie Braley

Training Specialist

*Society of Outdoor Recreation
Professionals (SORP)*



Drew Pollak-Bruce

Founder and Senior
Recreation Planner

CRO Planning and Design



Geoff Elliot

Executive Director
Stewards Individual
Placements

*Conservation Corps New Mexico Individual
Placements*

What is a competency?

Competency: The “essential skills, knowledge, abilities, and personal characteristics needed for effective job performance” (Hurd, 2005, p. 46).

Skill: An ability to do an activity well, especially because you have practiced it.

Proficiency: Scaled indicators of expertise.

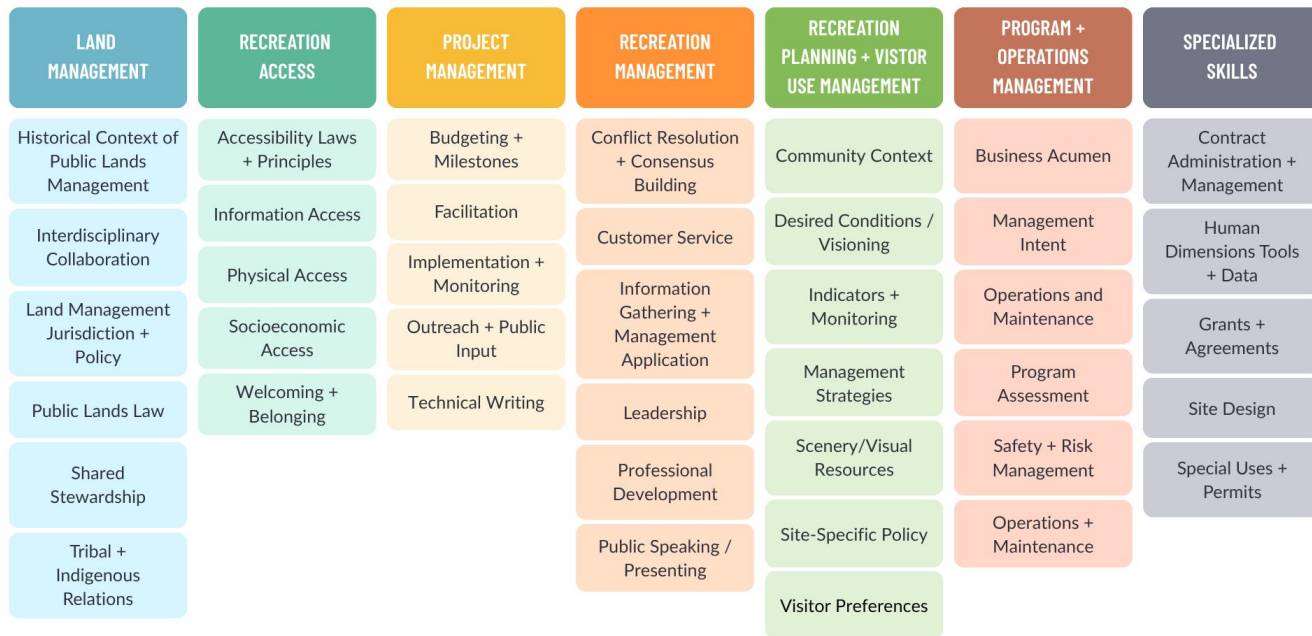




OUTDOOR RECREATION PROFESSIONAL

COMPETENCY FRAMEWORK

These competencies, grouped into buckets, are important skills for outdoor recreation managers and planners across the recreation workforce for the benefit of all programs, services, and activities.



RECREATION-ADJACENT EXPERTISE

These topics, though relevant to recreation professionals, are specific fields of expertise that should be addressed and supported by trained professionals. Recreation professions should understand these topics, how they impact recreation systems, and when to defer to experts for information and decision-making support.

- Ecology/Recreation Ecology
- Engineering
- Historic/Cultural Management
- Interpretation + Education
- Landscape Architecture
- Personnel Management
- Social Science
- Tribal Relations
- Water Resource Management
- Wildlife Management

Proficiency Level Definitions

Entry Level - Actively learning this skill, occasionally working on this skill, and/or needs supervision to complete work in this skill.

Full-Performance Level - Formal education or training, can accomplish this skill without direct supervision, and can oversee entry level work in this skill.

Expert Level - Extensive experience implementing this skill, is able to train others in this skill, and can produce the high-quality outcomes associated with this skill.

Example: Community Context

Core Competency	Entry level	Full-Performance Level	Expert Level
Community Context: Understand the unique characteristics and trends of a community to develop and enhance relevant recreation access, opportunities and associated benefits.	Identify and evaluate trend and community data for a specific project or planning area.	Collect community data from multiple sources, assess its importance and relevance, and make conclusions and recommendations related to recreation access, opportunities, and benefits for the project or planning area.	Provide guidance and recommendations within your organization on community context information collection and analysis approaches. Interpret and disseminate relevant research to ensure planners and managers have access to relevant information. Conduct research and/or identify policies to enhance recreation access, opportunities, and benefits.

CONSERVATION LEGACY

Service Corps - Focus on service and capacity building as path towards workforce development and conservation outcomes.

Public Lands/Conservation Partner - Serve as a catalyst for land managers to mobilize young professionals in support of on-the-ground outcomes.

Crew-Based and Individual Placement - Support projects with both teams and individuals, depending on the scope of work.





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Rachel Franchina

Executive Director

rachel.franchina@recpro.org

719-394-3743