

CLFA Forester in Training Program Development

Proposed Steps:

- (1) CLFA Program established**
See below. One year program, right to title (Forester in Training)
- (2) Initial implementation**
Feedback loop- adapt as needed based on program developers and applicants. Periodic reports to PFEC for transparency and critique.
- (3) Regulatory development**
After initial implementation, develop regulations for potential BOF adoption. Present to PFEC. Adapt and modify as needed.
- (4) BOF adoption phase**

Incentives:

Possible incentive from more focused and structured approach to exam preparation, resulting in higher pass rate.

Possible “bonus points” awarded to RPF examinees. E.g., 30 additional points so that “just misses” become successful. (approach would need to ensure Foresters in training identities are confidential, to avoid influencing graders. Points awarded after grading of exam). Requires regulatory change.

Investigate experience requirements- can additional year of experience be given a Forester in Training? E.g., additional year granted on top of work experience- shorten 3-year post graduation work experience requirement to two. Requires regulatory change, may require statutory change.

Another example- 4 years for degree, one year for Forester-in-training, two years’ experience = seven years total or

4 years BS, 1 year Masters, one year Forester-in-training, one year experience = seven years total

Other:

Investigate whether program can be used for partial substitution of “supervised designee” experience requirements. Likely involves statutory change.

CLFA Forester in Training Program Outline

(1) Qualifications for Program

Applicant shall:

- (a) Be of good moral character and have a good reputation for honesty and integrity.
- (b) Furnish evidence of four years qualifying experience. This can be demonstrated by completion of a degree of Bachelor of Science, or equivalent degree as determined by CLFA, with a major in forestry, or four years of experience in the actual practice of forestry work. The award of a Master of Forestry degree shall be acceptable as evidence of one year of such qualifying experience.
- (c) Be a current member in good standing at the Associate level in CLFA.
- (d) Have competed the CLFA Exam Prep Seminar.

(2) Review and Program Delivery

- (a) Applicants for the program shall be reviewed and approved by the CLFA Board
- (b) A Standing Committee of three CLFA members, appointed by the CLFA Board, shall be responsible for direct oversight of the program. Committee members shall have more than ten years' experience as a Registered Professional Forester. Committee Members shall be part of the training cadre for the CLFA Exam Prep Seminar

(3) Program Requirements

- (a) Applicant shall successfully pass, with a score of 75% or better, an Entry Exam approved by Standing Committee to demonstrate core competency in the profession of forestry. The applicant shall complete this task within three months of acceptance into the program.
- (b) Applicant shall sign a Contract that outlines the expectations for successfully completing the program.
- (c) Applicant may be excused with prior permission from any required lectures or presentations. Unexcused absence may be grounds for dismissal from program. Multiple excused absences may be grounds for dismissal.
- (d) An applicant may be dismissed, without prejudice, from the program upon failure to comply with the contract or any other terms and conditions. The standing committee will notify any such failures by the applicant to the CLFA Board for their determination of dismissal.
- (e) CLFA Board will notify the PFEC of any applicant's potential transgression of Professional Forester's Law

Subject Areas will include those listed below, in terms of their applicability to the management of forest lands to produce goods and services, and in terms of the environmental effects of such activities:

- (1) Forest Economics
- (2) Forest Protection
- (3) Silviculture
- (4) Forest Resources Management
- (5) Forest Resources Use
- (6) Dendrology

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- (7) Forest Ecology
- (8) Forest Mensuration
- (9) Forest Policy
- (10) Forest Administration

In addition to the above, the following subject areas will be required:

- (1) Ethics
- (2) Forest Practice Act and Regulations

Timeline for Forester in Training Program Completion

November- Exam Prep Seminar

*Entry Exam within three months. Exam will consist of existing short answer questions randomly assigned to the applicant. Exam will not be returned. Exam will be a balance of questions reflecting the modules below. 75 out of 100 points required. Open book, self-paced. Exam to be submitted to Standing Committee for review.

Modules- Each module will have selected references for reading. Applicant will be randomly assigned essay questions to be completed prior to next module. Applicant will also be assigned keywords, also to be completed by next module.

March- Introductory Ethics

April- Forest Mensuration

May- Forest Resources Use (Engineering)

June- Dendrology

July- Silviculture

August- Forest Ecology

September- Forest Protection

October- Forest Resources Management

November- Forest Economics

December- Forest Administration

January- Forest Policy

March- Capstone in Policy and Ethics

Regulations for Certified Specialty

(c) To obtain Board recognition of its independent certification program, the professional society or public agency shall submit to the Board its program, including but not limited to **any requirements for experience, education, disciplinary proceedings, and applicable testing**. Upon a determination by the Board that the program fully protects the public interest by ensuring that individuals satisfying the requirements of the program possess the requisite experience and general knowledge in the area of practice encompassed by the program, the Board shall recognize the certification program as full qualification without examination for the Board's certificate of specialization, and the Board shall register as certified specialists those individuals who have met the requirements under the recognized program upon submission of such evidence to the Board.

(d) For independent certification programs submitted to the Board by a professional society or public agency pursuant to Section 772 of the Code, the following process and requirements shall apply:

(1) When a professional society or public agency establishes an internal certification panel for any or all of the following purposes: reviewing an applicant's qualifications, administering an examination to evaluate an applicant's professional understanding; reviewing allegations of misconduct; and administering discipline pursuant to the respective certification program; **the panel members shall have first been certified by the Board as meeting the professional qualifications and standards for that certified specialty** before undertaking their responsibilities pursuant to this section. The certification of the panel members may be **done by a subcommittee of the PFEC appointed by the Board** and composed of resource professionals in good standing representing a broad cross section of employment and expertise in that specialty. All subsequent panel members shall also be certified in this manner.

(2) The PFEC shall be notified by the professional society or public agency of any Certified Specialist who is guilty of violations of professional standards and issued discipline pursuant to the respective certification program. Subsequent to being granted the specialty certificate by the Board, the Certified Specialist **shall be subject to disciplinary actions by the Board pursuant to Sections 775 through 778** of the Code, and any regulations promulgated thereunder. For disciplinary action pursuant to subsection (c) of Section 778 of the Code, the professional society or public agency establishing the independent certification program shall provide information related to demonstration of any fraud or deceit by an applicant in obtaining their registration or certification to the PFEC upon request by the PFEC. **The professional society or public agency shall inform the PFEC of all complaints of violations** or other misconduct relating to any Certified Specialist.

(3) The PFEC shall be notified of any proposed actions to be taken by a professional society or public agency which may affect the specialty certification program of the society or public agency, including but not limited to modification of the requirements for certification or professional accountability. **Any modification to a specialty certification program must be approved by the PFEC** prior to implementation. Modifications that significantly alter the qualifications and accountability within the recognized certification program must be approved by the Board.

(4) Prior to March 1 of each calendar year, those professional societies and public agencies with recognized independent certification programs **shall submit to the Executive Officer of the PFEC a report** which describes the previous calendar year accomplishments of the certification program, including but not limited to the number of applicants for certification, the approvals, denials, copies of

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examinations, and a summary of disciplinary actions, to insure the program fully protects the public interest. Failure to submit the report may result in the rescission of recognition of the certification program by the Board.

(e) Upon recognition by the Board of an independent certification program, **the terms of the program shall be made publicly available by the professional society** or public agency and posted on the Board's website.

(f) All Certified Specialists are subject to annual registration and fees for renewal of specialty certificates pursuant to 14 CCR, Sections 1605 and 1607. Additional fees may be required by the professional society or public agency responsible for the independent certification program.

(g) The Board may, from time to time, review an independent certification program which it has recognized pursuant to PRC § 772 to ensure the program fully protects the public interest through ensuring that individuals satisfying the requirements of the program possess the requisite experience and general knowledge in the area of practice encompassed by the program, and shall rescind its recognition of the independent certification program if it determines that the program does not fully protect such interest.

(h) In addition to rescission pursuant to subsection (g) of this Section, the Board may rescind its recognition of the independent certification program if it determines that the professional society or public agency fails to comply with any other requirements of this Section.