

# North American Waterfowl Professional Plan (NAWPEP) Progress Summary

Reporting period: October 1, 2023 – September 30, 2024

Prepared by Diane Eggeman, NAWPEP Coordinator

The Steering Committee of NAWPEP works to advance recommendation #7 of the North American Waterfowl Management Plan (NAWMP) 2018 Update: “Bolster training programs for future waterfowl management professionals.” The goal of NAWPEP is to: *Engage and assist universities, colleges, and all NAWMP partners with establishing, sustaining, and enhancing academic and experiential programs in waterfowl science and management, in order that sufficient numbers of professionals representing human diversity from across North America are supported, available, and employed to sustain professional capacity and excellence of future waterfowl science and management.* Specific objectives of NAWPEP and the current membership of the steering committee are presented in the [NAWPEP Strategic Plan](#).

## **The following summarizes actions of the steering committee related to its planning and operation:**

- Steering Committee met by Zoom on 23 October 2023, 12 January 2024, 23 April 2024, and 19 July 2024
- Implemented [NAWPEP Strategic Plan](#) and work plan
- Added members to Steering Committee in response to resignations and term expirations

## **The following reports progress toward the objectives of the strategic plan:**

**Objective 1:** Obtain information on academic and practical credentials perceived necessary by waterfowl professionals for success in the profession.

- Explored information available and discussed ideas of reported lack of well-qualified applicants for agency waterfowl positions

**Objective 2:** Determine numbers of graduates with baccalaureate and post-graduate degrees required to fill anticipated employment needs related to waterfowl science and management in 2025.

Thereafter, subsequent projections will be updated on 5-year intervals.

- Reported information on employer needs for waterfowl professionals and expected supply of qualified graduates

**Objective 3:** In collaboration with universities/colleges, agencies, and other NAWMP partners, and the larger natural resources conservation profession, engage with and implement efforts to train, recruit, and hire an inclusively diverse group of North Americans working in waterfowl science and management programs in all of the administrative Flyways by 2025.

- Began participating in Interagency DEI group
- Sought updates and new information on others’ efforts toward diversity and inclusion
- Gathered ideas and information from professors on how to better engage and encourage more young individuals to consider a professional career in waterfowl and wetlands

**Objective 4:** Promote and facilitate institutional educational and skills capacity to meet projected needs per Objectives 2 and 3.

- Maintained inventory of fellowships, internships, etc. to help identify gaps and needs

- Worked with the steering committee for the 2024 NAWMP Update on incorporating NAWPEP work and future role
- Completed work and reported results of future waterfowl faculty capacity at colleges and universities in the US and Canada; reported results in presentations and draft manuscript for The Wildlife Professional publication
- Participated in TWS Colleges and Universities Working Group meeting and sought collaboration opportunities
- Connected with Pheasants Forever's Conservation Careers Program to explore ideas and opportunities
- Communicated findings and progress to the waterfowl and wetland management community via the NAWMP Committee and its working groups, AFWA's Waterfowl Working Group, flyways, North American Duck Symposium, and faculty
- Assisted individuals and groups pursuing endowed chairs or programs in waterfowl and informed them of NAWPEP's role