

F - Funding S - Staffing T - Tech	Strategies for Success Summary Numbering	Recommendation	Legislative/Regulation	Policy	Reporting	Networks/Workgroups	Database	Studies	Education Tools	Outreach	Marketing/ PR/	Funding	Action Partners	Potential Action Partners
Spreadsheet		<b>Digital Tools</b>												
F1a	1	Develop a centralized funding decision support tool.	Yes	Yes		Yes	Yes			Yes		Yes	Members of the CODE Team (Dan Rosenberg, Mélanie Terrasse, Annelise Smith), and Chesapeake Conservancy (Ben Alexandro).	DEP, DCNR, and DCED staff with specific input/insights into the CODE tool.
F2a, F2b, S4b, S5a, T2c	2	Develop a single grant application and management portal for state and federal grants.	Yes	Yes	Yes	Yes	Yes			Yes		Yes	To Be Determined	CODE PA, Grantors (federal and state) including specifically DEP Growing Greener and CAP, DCNR Forest Buffer, NFWF INSR and SWG, and EPA 319, Chesapeake Conservancy, Office of Administration, program staff, and CD staff.
F4b, F5a	3	Use a public-facing website to educate and assist applicants and sub-awardees on federal and state funding requirements and other project resources.					Yes		Yes			Yes	To Be Determined	Lancaster Clean Water Partners, Chesapeake Conservancy, CACAT, HRG, PennBid, and EPA to view and vet educational materials regarding funding along with state and federal grant program staff to vet material; sub-awardees and subcontractors to use the tools; DEP program staff to review PENNVEST RFP around CWQE and determine viability as public-facing website (Land Logic would also need to be involved); communication networks/partners to publicize website including CAP Coordinators, CDFRs with associated roundtables, Office of Environmental Justice staff, regional directors at DCED, Governor's Commissions, Local Government Commission of the PA General Assembly, and the Pennsylvania Municipalities Authorities Association.
		<b>Streamline Best Management Practices</b>												
T2a	4	Streamline and standardize reverification of BMPs.	Yes	Yes	Yes	Yes							To Be Determined	BWRNSM and all data reporters to develop individualized reverification plans for each data reporter.
		<b>Survey and Studies</b>												
F4c, S4c	5	Survey funding agencies on program flexibility.	Yes	Yes		Yes		Yes		Yes		Yes	To Be Determined	DEP and SCC would be needed for financial support, and a consultant to conduct gap assessment.
T1a	6	Conduct a gap assessment of engineering providers to determine areas of improvement.						Yes		Yes		Yes	To Be Determined	Multiple project partners need to be engaged to list common decision points affecting their use of funding, and various funding program administrative staff are needed to respond.
T3a, T3b	7	Assess partnerships in PA's Chesapeake Bay watershed region for potential private-public partnership.				Yes		Yes		Yes		Yes	To Be Determined	Agencies that fund these types of partnership projects; a dedicated staff employee for this work; a representative steering group; state government agencies, local government, NGOs, non-profits, for profit companies, and a hired consultant.

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S2a	8	Analyze environmental workforce.						Yes		Yes		Yes	To Be Determined	EPA; USDA-NRCS, Office of Administration Chief Diversity Officer, DEP Office of Environmental Justice, PA Department of Labor and Industry
S2b	9	Analyze environmental job advertisements.						Yes		Yes	Yes	Yes	To Be Determined	Individual conservation organizations and entities can self-evaluate; guidance can be provided by key oversight organizations and Human Resource professionals.
S2c	10	Analyze hiring practices at the organizational level.						Yes		Yes		Yes	To Be Determined	Individual conservation organizations and entities can self-evaluate; guidance can be provided by key oversight organizations and Human Resource professionals.
S1a	11	Survey existing educational resources.						Yes	Yes	Yes		Yes	To Be Determined	PACD, SCC, DEP, DCNR, Office of Administration (tiered approach with each agency or program organizing their own resources, then one organization takes on the larger administrative task of coordinating across programs).
S3a	12	Survey county conservation districts to find what kind of regional staff would be the most helpful.						Yes		Yes		Yes	To Be Determined	DEP, SCC, County Conservation Districts, Program Areas, CAPs, Planning Commissions, DCNR and DCED staff.
T2b	13	Review program specific reporting requirements.	Yes	Yes	Yes	Yes		Yes					To Be Determined	DEP, PDA, program staff to complete the directive.
<b>Funding</b>														
T4b	14	Provide stable, multi-year funding for project installation.	Yes	Yes						Yes		Yes	To Be Determined	NGOs, Funders (SRBC, DEP, NFWF, DCNR).
T1d	15	Provide stable funding to support engineering programs.	Yes	Yes								Yes	To Be Determined	DEP and SCC.
S5b	16	Provide additional funding to county partners for grant-related administrative staff.		Yes		Yes				Yes	Yes	Yes	To Be Determined	Create a focus group with members from DEP, SCC, Conservation Districts, PACD, etc.
F41	17	Partner with banks to provide capital in advance to partners.				Yes						Yes	PENNVEST	PENNVEST, local bank, and project partners.
<b>Networks/Workgroups</b>														
T1e	18	Form a workgroup to evaluate changes in Act 367.	Yes	Yes		Yes		Yes		Yes			To Be Determined	Lawmakers, government organizations, and PACD.
S3a, S4a	19	Create new regionalized county conservation district staff positions.		Yes		Yes						Yes	To Be Determined	Create a focus group with members from DEP, SCC Program Areas, CAP Coordinators, Planning Commissions, Conservation Districts, PACD.
T5a	20	Form a workgroup to address block permitting.	Yes	Yes		Yes							To Be Determined	DEP, Conservation Districts, Practitioners, and Potential Project Sponsors.
F3a	21	Create a consistent knowledge base across state agencies and local/regional partners for project funding.				Yes						Yes	To Be Determined	A dedicated staff coordinator; a funding network made up of funding agencies (examples: NFWF, EPA, SCC, PENNVEST, DEP, DCNR, DEP, PDA). A partner network using CDFRs, regional representatives from the Office of Environmental Justice, DCED, the Center for Local Government.
F5b, T4a	22	Strengthen peer to peer knowledge sharing.				Yes	Yes		Yes			Yes	To Be Determined	CAP Coordinators, CDFRs, Conservation District staff, DEP Program Administration, SCC, CACAT, and conservation partners.

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T1b, T1c	23	Expand network of engineers capable of working in the field of conservation and agricultural engineering.				Yes			Yes	Yes	Yes	Yes	To Be Determined	DEP, SCC, and CACAT.
<b>Leadership and Staff Development</b>														
S1b	24	Refresh and update current leadership modules from the Pennsylvania Association of Conservation Districts (PACD).							Yes	Yes	Yes	Yes		PACD's Leadership Development Program Committee, and SCC.
S4c	25	Prioritize cross training at county conservation districts.	Yes	Yes					Yes	Yes		Yes		DEP, BWRNSM, SCC, and Dirt & Gravel Road Program staff (to allow more flexibility within the programs to allow for cross training).
<b>Total Recommendations for each Action Area</b>			<b>10</b>	<b>12</b>	<b>3</b>	<b>14</b>	<b>4</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>4</b>	<b>21</b>		