The table below has been developed to clarify FWS internal questions about the differences and similarities between NRCS's Working Lands for Wildlife program and the FWS Candidate Conservation Agreements with Assurances (CCAAs) and Safe Harbor Agreements (SHAs).

Issue	Working Lands for Wildlife (WLFW)	Candidate Conservation Agreement with Assurances (CCAA) & Safe Harbor Agreements (SHAs)
Eligibility	Landowners who qualify for NRCS cost-share assistance programs and are interested in conservation actions that benefit the particular WLFW species and in improving their agricultural operations.	Any private landowner who is interested in voluntarily engaging in conservation actions that will benefit the specific species covered by the CCAA or SHA.
Duration	If voluntarily implementing specific conservation practices, up to 30 years whether under NRCS contract or not.	Flexible, but usually for more than 20 years.
Who can help?	The local NRCS office, NRCS technical service providers, and US FWS.	USFWS, state wildlife agencies and sometimes conservation groups.
Financial Assistance	Yes. If a landowner participates in WLFW, they will receive financial assistance from NRCS.	CCAAs and SHAs do not provide financial assistance to landowners. However funding may be available from other FWS programs or federal and state agencies.
Assurances vs. Predictability	By enrolling in WLFW, landowners know that the actions they are taking will not have a negative impact on the species as a result of the review of the NRCS practices by the USFWS. Should the species be listed, landowners have the predictability they can continue managing their property as described in their NRCS management plan.	By enrolling in a CCAA or a SHA, landowners receive assurances that the species will benefit from their actions and the USFWS will not require them to take additional conservation actions. Under CCAAs, should the species be listed, they receive an incidental take permit that allows for a specified amount of take. An incidental take permit is issued as part of a SHA for a defined amount of take.
What land is included?	The land identified in the landowner's conservation plan for which they receive financial assistance through a contract with NRCS to improve habitat for a specific species.	The land that is included in the CCAA or a SHA is flexible and may only be the portion where the species and its habitat occurs, or the entire property. All the potential threats on the enrolled property, agricultural and otherwise, to the covered species must be addressed to the point of meeting the CCAA standard. For a SHA, sufficient land must be included to meet the SHA standard of providing a net conservation benefit to the covered species.

What management actions are covered?	Only the conservation practices and measures included in their conservation plan.	Conservation measures related to all management actions, not just the agricultural or conservation ones, that may impact the covered species and that are described in the CCAA or SHA.
What are the reporting requirements?	To extend the management predictability (previously referred to as certainty) beyond the initial contract period, a landowner must report annually that they are continuing to apply or maintain the conservation practices and measures in their original conservation plan.	To report regularly, usually annually, to USFWS or programmatic CCAA or SHA permit holder on actions taken and species and habitat response if known.
What happens if the species is listed?	Landowner continues to implement the agreed upon conservation practices until the end of the contract or for a total of 30 years. The conservation measures are reviewed as needed and may be modified, as indicated by the latest scientific data.	Enrolled landowners have the assurance that they can continue to use the same management actions for the duration of the agreement, and the USFWS will not impose further restrictions or commitments beyond those in the CCAA and a specific amount of incidental take is authorized by a permit.
Can a landowner participate in both?	Yes	Yes. A landowner can incorporate the conservation practices covered in WLFW into a more inclusive CCAA or SHA.
Who should enroll?	Landowners who want to improve wildlife habitat for the LPC while also improving the sustainability of their agricultural operation, who want technical and financial assistance from NRCS, and who want to know they can continue implementing their conservation plans and practices as originally planned for 30 years into the future.	Landowners who want to voluntarily take conservation actions for a particular species and know they can keep managing their land the same way in the future. Management of the property may include non-agricultural activities and will address all activities over which they have control that may impact the covered species and its habitat.
What if I want to end my participation?	If a landowner does not renew their participation every year after their contract expires, their participation and the predictability that was provided will end. A landowner may also terminate their participation by informing NRCS or FWS.	If specified in the CCAA or SHA, the landowner must notify FWS in writing that they are ending their participation and allow relocation of the species covered by the CCAA or SHA if feasible.