




















## Veterinary Services Careers Program (VSCP)

**Location** Veterinary Services Careers Program (VSCP) training provides in-depth orientation and training opportunities to enable new VS employees to smoothly transition to the Federal service and have productive careers in APHIS. The training program consists of a combination of instructor-led courses and distance learning courses. Instructor-led courses are held at various sites throughout the United States. Distance learning courses are self-paced instruction units that are available on the USDA's web-based AgLearn Learning Management System (<http://www.aglearn.usda.gov/>) or, if necessary, on CD-ROM and/or DVD.

<u>Course Title</u>	<u>Delivery Method</u>	<u>Training Site</u>	<u>Training Dates*</u>	<u>Learning Track</u>
1. VSCP: Orientation, Part A		N/A	Must be completed prior to attending Orientation, Part B	I & II
2. VSCP: Orientation, Part B		Riverdale, MD	Oct. 16-18, 2007	I & II
3. VSCP: Animal Health 101		San Juan, Puerto Rico	January 16-17, 2008	I only
4. VSCP: Communication & Managing Up		Raleigh, NC	Feb. 20-22, 2008	I (open to all VSCP participants)
5. VSCP: Basic Epidemiology for AHTs	 + 	Ft. Collins, CO	March 4-7, 2008	II
6. VSCP: Emerging Issues in Agriculture		Raleigh, NC	May 13-15, 2008	I & II
7. VSCP: Basic Epidemiology for VMOs	 + 	Ft. Collins, CO	June 16-20, 2008 Pre-course prep materials assigned.	II
8. Program Diseases		N/A	N/A	I & II
9. Foreign Animal Disease (FAD) Awareness		N/A	N/A	I & II
10. Introduction to Biosecurity		N/A	N/A	I & II
11. Cleaning and Disinfection Guideline		N/A	N/A	I & II
12. Disposal Guideline		N/A	N/A	I & II

13. Personal Protective Equipment		N/A	N/A	I & II
14. Export Certification of Animal Products I		N/A	N/A	I & II
<b>Legend</b>				
<b>Distance Learning Course (AgLearn and CD-ROM or DVD)</b>   <b>Instructor-led Course</b>  				
<b>* Training Dates</b>	All training dates listed are <b>actual course</b> dates, and <b>do not</b> include travel days.			
<b>Purpose</b>	The Veterinary Services Careers Program (VSCP) is designed to meet the need for highly skilled, forward-looking, well-trained veterinarians, and animal health personnel, as well as professional, administrative, and support staff who are ready to meet the challenges of promoting the health and welfare of America's animals. See <b>Course Descriptions</b> for detailed course information.			
<b>Target Audience</b>	<ul style="list-style-type: none"> <li>• VMOs and AHTs hired through the VSCP National Recruitment Program (referred to as VSCP Recruits).</li> <li>• VS employees with no more than 2 years experience with VS and who meet nomination requirements. (See Nominations below) (referred to as VSCP Equivalentts)</li> </ul> <p>For information on the VSCP National Recruitment Program, go to <a href="http://www.aphis.usda.gov/lpa/pubs/pub_vscareers.html">http://www.aphis.usda.gov/lpa/pubs/pub_vscareers.html</a> or contact Ms. Eileen Cramer at (301) 734-3826.</p>			
<b>Cost</b>	<p>VSCP Recruits: travel and miscellaneous expenses for all VSCP courses, as well as additional approved training/development activities, are covered by the Professional Development Staff (PDS).</p> <p>VSCP Equivalentts: travel expenses for all VSCP courses only are covered by PDS.</p>			
<b>Contact</b>	Ms. Amy Kokesh, VS/PDS, (919) 855-7174 amy.c.kokesh@aphis.usda.gov			
<b>Nominations</b>	<p>To be accepted into VSCP training, standard nomination/application procedures apply. Please note that "accepted" in this case means that applicants are:</p> <ol style="list-style-type: none"> <li>1) assigned a learning track (Track I or II), based on employment status and job function;</li> <li>2) provided professional counseling services for career development (e.g., learning contract);</li> <li>3) and, given priority for attendance at instructor-led courses.</li> </ol> <p>Participants accepted for VSCP training must complete all training courses, as assigned, to receive full credit for completing VSCP training. Please note that formal nomination is not required to take distance learning courses on AgLearn. However, you must have a USDA eAuthentication account to access AgLearn.</p> <p>For additional information relating to VSCP courses, please go to: <a href="http://www.aphis.usda.gov/animal_health/prof_development/vscp.shtml">http://www.aphis.usda.gov/animal_health/prof_development/vscp.shtml</a></p>			

# *Veterinary Services Careers Program (VSCP)*

## *Curriculum & Course Descriptions*

### 1. **Learning Tracks**

With respect to the VSCP, Tracks I and II refer to the two paths of learning, or tracks, that nominees are assigned under VSCP. The learning tracks define the specific courses one must complete to receive full credit for completing VSCP, and are based on job functions within VS.

**Track I** - employees in administrative and support positions.

**Track II** - VMOs, AHTs and all other technical/scientific positions.

### 2. **Instructor-led Courses**

The following classroom-based courses are part of the VSCP core curriculum and are mandatory for a participant to receive full credit for completing the VSCP.

a. ***Orientation, Part B*** **Riverdale, MD** **October 16-18, 2007**  
**(Tracks I & II)**

In this course participants apply the knowledge they gained through the Orientation, Part A, in a series of interactive activities surrounding the VS strategic goals. The course is designed to provide an overview of APHIS, VS through an introduction of the organizational structure of the USDA, APHIS & VS. Presentations and discussions include, but are not limited to, the mission and strategic goals of APHIS, VS, the roles of field and headquarters personnel, employee benefits, and resources available to maximize the participants' developmental opportunities. Participants also have the opportunity to meet and engage in discussions with various members of APHIS and VS management, and thereby gain further insight into the inner-workings of VS and its affiliated units.

b. ***Animal Health 101*** **San Juan, PR** **January 16-17, 2008**  
**(Track I only)**

This course is designed to familiarize administrative and support staff with the fundamental concepts of animal classification, animal husbandry, disease agents and transmission, program and foreign animal diseases, and how these concepts affect economic health and public health.

c. ***Communication & Managing Up*** **Raleigh, NC** **February 20-22, 2008**  
**(Track I)**

This course is designed to enhance interpersonal communication skills; provide critical elements needed to foster teamwork; examine conflict management styles to turn difficult situations into win-win experiences; enable participants to support APHIS leadership and advance their own careers through sound decisions leading to positive results. Although this course is required for all persons assigned to Track I, **it is open to all interested VSCP participants and highly recommended.**

d. ***Basic Epidemiology for AHTs*** **Ft. Collins, CO** **March 4-7, 2008**  
**(Track II)**

This course is specifically designed for AHTs and uses a problem-based approach to teach the fundamentals of epidemiology. By the conclusion of the course, AHTs have a basic understanding of the principles of epidemiology and the means by which to apply said principles in the execution of their professional roles and responsibilities. During this period, participants are also introduced to the Centers for Epidemiology and Animal Health (CEAH).

- e. ***Emerging Issues*** **Raleigh, NC** **May 13-15, 2008**  
**(Tracks I & II)**  
 This course addresses new or emerging diseases; defines current activities, responsibilities, and the changing roles of VS in responding to emerging issues; wildlife disease transmission; APHIS services to new animal industries, such as aquaculture, farmed elk, or bison; dealing with the threat of deliberate disease introduction; and, future trends.
  
- f. ***Basic Epidemiology for VMOs*** **Ft. Collins, CO** **June 16-20, 2008**  
**(Track II)**  
 This course is specifically designed for VMOs and uses a problem-based approach to introduce and reinforce the fundamentals of veterinary epidemiology relevant to their professional roles and responsibilities. During this period, participants are also introduced to the Centers for Epidemiology and Animal Health (CEAH). All participants **must** complete preparatory material, available as either a CD or through AgLearn, **prior** to attending the course.

### 3. Distance Learning Courses

Distance learning (DL) allows VS employees to engage in learning opportunities from remote locations, such as taking online courses on the USDA's Learning Management System, AgLearn (<http://www.aglearn.usda.gov/>). The following online courses are part of the VSCP core curriculum and are mandatory for a participant to receive full credit for completing the VSCP.

- a. ***Orientation, Part A (Tracks I & II)*** – This DVD-based course provides basic information about the U.S. Department of Agriculture (USDA), the Animal and Plant Health Inspection Service (APHIS) and its organizational units and programs, including Veterinary Services (VS). **All** VSCP participants **must** complete this course before attending Orientation, Part B, which is classroom-based.
  
- b. ***Program Diseases (Tracks I & II)*** – This online course provides an overview of the major animal disease eradication and control programs, such tuberculosis, brucellosis, pseudorabies, scrapie, and Johnes. Equine and poultry disease initiatives are also addressed. Discussions about the various regulated industries, including their roles and perspectives, are included.
  
- c. ***Foreign Animal Disease Awareness (Tracks I & II)*** – This online course addresses major foreign animal disease threats to the U.S., including their history and etiology; effects on animal and human health; economical and political influences and impact; current status; preventive programs; and the critical role of APHIS, the States, Industry, and Public Health Officials.
  
- d. ***Introduction to Biosecurity (Tracks I & II)*** – This online course provides an introduction to biosecurity measures for various situations, including those to be followed when responding to a suspected animal health emergency. The course also reviews the responsibilities of biosecurity team personnel, biosecurity risks, and biosecurity planning.
  
- e. ***Cleaning and Disinfection Guideline (Tracks I & II)*** – This online course introduces the process of cleaning and disinfection, types of disinfectant agents, the roles & functions of members of a Cleaning & Disinfectant Unit in the Incident Command System, and includes the *Cleaning & Disinfectant Operational Guidelines*, a component of USDA/APHIS' National Animal Health Emergency Management System (NAHEMS). NAHEMS Guidelines, reference materials for VS personnel, are also introduced through this course.

- f. ***Disposal Guideline (Tracks I & II)*** – This online course provides an overview of procedures for disposing of contaminated animal carcasses and by products, as well as safety issues; *Disposal Operational Guidelines* published by USDA/APHIS that outline varying roles to be played on a Disposal Unit in an Incident Command System; to assist federal, state and local agencies in responding to disease outbreaks and animal emergencies; and, serves as a point of reference, a practical field resource, and not statutory requirements as part of the National Animal Health Emergency Management System (NAHEMS).
- g. ***Personal Protective Equipment (Track I & II)*** – This online course is an overview of personal protective equipment (PPE) serving to provide a basic understanding of what PPE is available; when PPE is necessary; what type is necessary; how it is to be worn; what its limitations are, as well as its proper care, maintenance, useful life and disposal.
- h. ***Export Certification of Animal Products I (Tracks I & II)*** – This online course introduces APHIS-VS policies and procedures regarding the certification of animal products for export.