

Animal Emergency Response (AER) Positions Credentials

Introduction

The following credentials are the *minimum* requirement for Animal Emergency Responders (AER) to participate in the NIMS Integration Center's National Emergency Responder Credentialing System. Credentialed responders are intended for interstate deployment under the Emergency Management Assistance Compact (EMAC). Credentialing of individual responders provide flexibility to Incident Commander to assimilate multiple AER can be into functional resources (teams, units, etc.) on site and as the situation demands. Examples of how this might work during a response please see the Explanatory Notes following the Position Title credentials.

The metrics used in *Designing a National Emergency Responder Credentialing System* are defined in the following six criteria and were used to define AER credentials too. To be credentialed a responder must meet all criteria. Credentialing is a pre-incident activity.

Education	Formal instruction based upon a curriculum that prepares an individual with the core knowledge and skill for entry into a discipline and for performing a job title
Training¹	Instruction and/or activities that enhance and individual's core knowledge; increase skill set and proficiency; and strengthen and augment abilities.
Experience	Time required functioning in a job title for an individual to attain proficiency in applying knowledge, skills, and abilities.
Physical/ Medical Fitness	Physical and medical considerations that, when applied, help to ensure safe performance in risky environments ² .
Certification	Designation granted by Authority Having Jurisdiction ³ that an individual has met the requirements and achieved specific knowledge, skills, and abilities.
Licensing	Legal designation granted by Authority Having Jurisdiction, indicating that a person has met the necessary legal requirements to function in a job title.

Prerequisites

In addition to the standard credentialing criteria AER have prerequisites that identify qualifications, experience and/or expertise required to perform the tasks related to a certain position. In most cases, prerequisites are needed for an AER to work with certain species of animals. The species groups are:

- Companion animals (such as dogs, cats and other domestic household pets⁴);
- Equines (such as domesticated Equids, such as horses, ponies, donkeys and asses);
- Livestock (such as cattle, sheep, goats, pigs)
- Avian (such as commercial poultry, captive, exotic and non-domestic, pet- and wild birds);
- Non-domestic (such as exotic species in zoos, captured game premises, and households⁴).

¹ All Federal, State, Tribal, and Local entities, Private Sector and Nongovernmental personnel with a direct role in emergency management and response must be NIMS and ICS trained. This includes all emergency services related disciplines such as Animal Emergency Responders, EMS, hospitals, public health, fire service, law enforcement, public works/utilities, skilled support personnel, and other emergency management response, support and volunteer personnel, as follows:

Entry Level

FEMA IS-700: NIMS, An Introduction

ICS-100: Introduction to ICS

First Line, Single Resource, Field Supervisors

IS-700, ICS-100 and ICS-200: Entry Level ICS or its equivalent

Mid-level Management: Strike Team Leaders, Division Supervisors, EOC Staff, etc.

IS-700, IS-800.A NRP, ICS-100, ICS-200 and ICS-300*

Command and General Staff; Area, Emergency and EOC Managers

IS-700, IS-800.A, ICS-100, ICS-200, ICS-300* and ICS-400*

* NOTE: Not all persons required to take ICS-300 and ICS-400 will need to take IS-800.A. Emergency managers or personnel whose primary responsibility is emergency management must complete this training.

² It is recommended that all Animal Emergency Responders who work with animals that can transmit rabies ensure that they are current with their pre-exposure rabies vaccination.

³ State and local emergency management agencies or other agencies with preparedness and credentialing responsibility will use this nationally-accepted standard to identify, train, certify, credential, and maintain an inventory of responders to implement NIMS (HSPD-5) and the National Preparedness Goal (HSPD-8). Identifying, recruiting and credentialing of responders is the responsibility of the State and local emergency management agencies. In most cases emergency managers will delegate this responsibility and provide resources (e.g., funding) to implement AER credentialing to agencies, organizations, and jurisdictions identified as the lead for animal issues in their State or local Emergency Operations Plan. For interstate mutual aid and deployment under EMAC the appropriate office to delegate and accept the credentials of Animal Emergency Responders will be the State Animal Health Official (e.g. State Veterinarian, located in the State Department of Agriculture, Board of Animal Health or Bureau of Animal Industry) or his/her designee. (For additional information on local and non-government organizations AER credentialing see “Explanatory Notes” below).

⁴ The distinction between domestic and non-domestic households pets is to protect the responder. Although non-domestic and exotic animals may be pets to some owners, they may be not be regarded as pets to responders.

Position Titles

The following Position Titles provide a template for AER personnel to respond to all hazards, including Animal Health Emergencies and Natural and Technological Disasters according to the NIMS Integration Center's National Emergency Responder Credentialing System. The positions are:

AER Job Title 1.	Animal Case Manager
AER Job Title 2.	Animal Control Specialist
AER Job Title 3.	Animal Disease Epidemiologist
AER Job Title 4.	Animal Handling Specialist
AER Job Title 5.	Animal Industry Specialist
AER Job Title 6.	Animal Premises Site Manager
AER Job Title 7.	Animal Shelter Manager
AER Job Title 8.	Animal Technician
AER Job Title 9.	Livestock Agriculture Economist
AER Job Title 10.	Permit Specialist
AER Job Title 11.	Risk Assessment Specialist
AER Job Title 12.	Species Specialist
AER Job Title 13.	Vector Control Specialist
AER Job Title 14.	Veterinarian
AER Job Title 15.	Wildlife Control Specialist

Animal Emergency Response Job Title 1: Animal Case Manager

Job Title: Animal Case Manager

Categories: Companion animals (C)
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

ROSS Assignment #: AR01 (proposed)

Description: Assists in reuniting animal and owner
Documents rightful ownership of animal
Ensures new owner and animal are compatible

Credentials

Education	Not specified
Training	ICS 100, IS 700
Experience	Has functional skills applicable to the day to day care and needs of animals Has functional skills to recognize animal characteristics and animal behavior Has functional skills to assess an appropriate match between owners and animals
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector)
Licensing	Not specified
Prerequisite	Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species

Animal Emergency Response Job Title 2: Animal Control Specialist

Job Title:	Animal Control Specialist
Categories:	Companion animals (C) Equines (E) Livestock (L) Avian (A) Non-domesticated species (N)
ROSS Assignment #:	AR02 (proposed)
Description:	Captures and evacuates (extricates) animals Restrains dangerous animals Safely and humanely handles animals Advises on euthanasia of dangerous animals Assesses needs of animals Counts animal populations Identifies and counts premises Coordinates animal operations at impacted site Advises on species management

Credentials

Education	Not specified
Training	ICS 100, 200; IS 700
Experience	Has functional skills in animal capture, rescue and evacuation
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Certified animal control officer (domesticated animals)
Licensing	May be restricted by species and may be required by State
Prerequisite	Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species

Animal Emergency Response Job Title 3: Animal Disease Epidemiologist

Job Title: Animal Disease Epidemiologist

ROSS Assignment #: AR03 (proposed)

Description: Investigates diseases in animal populations
Identifies animal, agent and environmental risk factors for animal disease transmission (Operations Section)
Identifies animal, agent and environmental risk factors that could adversely affect animals (Operations Section)
Identifies animal, agent and environmental risk factors for animal disease transmission (Planning Section)
Identifies animal, agent and environmental risk factors that could adversely affect animals (Planning Section)

Credentials

Education	Advanced degree in Epidemiology or related field in animal population health
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Operations Section: Has functional skills applicable to field investigations of animal population health events Planning Section: Has functional skills applicable to planning investigations of animal population health events
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector)
Licensing	Not specified
Prerequisite	Not specified

Animal Emergency Response Job Title 4: Animal Handling Specialist

Job Title: Animal Handling Specialist

Categories: Companion animals (C)
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

ROSS Assignment #: AR04 (proposed)

Description: Safely and humanely handles animals
Counts animal populations
Ensures appropriate sanitation for animals
Feeds and waters animals
Exercises animals

Credentials

Education	Not specified
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Has functional skills applicable to safe and humane handling of relevant species Has functional skills applicable to basic husbandry of relevant species
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Entry Level: Works in related field (government, academia, private sector) First Responder: Certified for this position by the State Animal Health Official
Licensing	Not specified
Prerequisite	Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species

Animal Emergency Response Job Title 5: Animal Industry Specialist

Job Title: Animal Industry Specialist

Categories: Companion Animals (C)
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

ROSS Assignment #: AR05 (proposed)

Description: Advises on specific priorities for animal industry

Credentials

Education	Not specified
Training	ICS 100, IS 700
Experience	Has functional skills and knowledge applicable to relevant animal industry
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector)
Licensing	Not specified
Prerequisite	Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species

Animal Emergency Response Job Title 6: Animal Premises Site Manager

Job Title: Animal Premises Site Manager

ROSS Assignment #: AR06 (proposed)

Description: Coordinates response operations at individual animal premises
Coordinates animal response operations at impacted premises

Credentials

Education	Not specified
Training	ICS 100, IS 200, IS 700
Experience	Has functional skills applicable to day to day operations of animal facilities Recent field experience in disasters preferred
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector)
Licensing	Not specified
Prerequisite	Has proven organizational and management skills Has current expertise of working with companion animals, equines, livestock, poultry or non-domesticated species

Animal Emergency Response Job Title 7: Animal Shelter Manager

Job Title: Animal Shelter Manager
ROSS Assignment #: AR07 (proposed)
Description: Manages temporary animal shelter

Credentials

Education	Not specified
Training	ICS 100, IS 200, IS 700
Experience	Has functional skills applicable to the day to day care of animals Has functional skills applicable to animal shelter management
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector)
Licensing	Not specified
Prerequisite	Has proven organizational and management skills

Animal Emergency Response Job Title 8: Animal Technician

Job Title: Animal Technician

Categories: Companion animals (C)
Equines (E)
Livestock (L)
Avian (A)
Non-domesticated species (N)

ROSS Assignment #: AR08 (proposed)

Description: Same as for Animal Handling Specialist, plus
Assists with animal health care
Assists with animal depopulation
Assesses needs of animals
Collects specimens from animals
Assists with establishing and maintaining medical records
Identifies and counts animal premises

Credentials

Education	Not specified
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Recent experience preparing medical records Has functional skills applicable to management of relevant animal populations Has functional skills applicable to working in animal facilities Has functional skills applicable to safe and humane handling of relevant species Has functional skills applicable to basic husbandry of relevant species
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Entry Level: Works in related field (government, academia, private sector) First Responder: Certified for this position by State Animal Health Official
Licensing	Not specified
Prerequisite	Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species Some activities will be performed under the supervision of a veterinarian

Animal Emergency Response Job Title 9: Livestock Agriculture Economist

Job Title: Livestock Agriculture Economist

ROSS Assignment #: AR09 (proposed)

Description: Advises on economic impact of livestock disease control measures upon the economy

Credentials

Education	Formal training in agriculture economics with a specialization in livestock sector
Training	ICS 100, IS 700
Experience	Has functional skills applicable to livestock agricultural economics
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector)
Licensing	Not specified
Prerequisite	Not specified

Animal Emergency Response Job Title 10

Permit Specialist

Job Title: Permit Specialist

ROSS Assignment #: AR10 (proposed)

Description: Issues Permit for movements of animals, goods, commodities and services

Credentials

Education	Not specified
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Has functional skills applicable to data entry and relevant permits tracking software
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Certified for this position by State Animal Health Official
Licensing	Not specified
Prerequisite	Not specified

Animal Emergency Response Job Title 11: Risk Assessment Specialist

Job Title: Risk Assessment Specialist

ROSS Assignment #: AR11 (proposed)

Description: Assesses geographic distribution of disease for the purpose of maintaining trade and commerce

Credentials

Education	Formal training in risk assessment
Training	ICS 100, IS 700
Experience	Has functional skills applicable to assessing risk of disease transmission
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Certified for this position by State Animal Health Official
Licensing	Not specified
Prerequisite	Not specified

Animal Emergency Response Job Title 12: Species Specialist

Job Title:	Species Specialist
Categories:	Companion animals (C) Equines (E) Livestock (L) Avian (A) Non-domesticated species (N)
ROSS Assignment #:	AR12 (proposed)
Description:	Advises on the hands-on management of individual animals and animal populations.

Credentials

Education	Not specified
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Has functional skills applicable to the specific needs of relevant species
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Entry Level: Works in related field (government, academia, private sector) First Responder: Certified for this position by State Animal Health Official
Licensing	Entry Level: Not specified First Responder: Certified for this position by State Animal Health Official
Prerequisite	Has current expertise of working with working with companion animals, equines, livestock, avian or non-domesticated species

Animal Emergency Response Job Title 13: Vector Control Specialist

Job Title: Vector Control Specialist

ROSS Assignment #: AR13 (proposed)

Description: Advises on vector control

Credentials

Education	Formal training in vector species and vector control techniques
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Has functional skills applicable to pest management and/or vector control applications
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Entry Level: Works in related field (government, academia, private sector) First Responder: Certified for this position by State Animal Health Official
Licensing	Not specified, but may require federal or State Environmental Protection Agency license
Prerequisite	Has current expertise of working with specific vector species

Animal Emergency Response Job Title 14: Veterinarian

Job Title:	Veterinarian
Categories:	Companion animals (C) Equines (E) Livestock (L) Avian (A) Non-domesticated species (N)
ROSS Assignment #:	AR14 (proposed)
Description:	Same as Animal Technician, plus Investigates cases of animal disease Performs clinical examinations and makes diagnoses of animal diseases Identifies presence of disease and abnormal conditions in animals Recommends risk reduction procedures for animal-to-animal disease transmission Monitors for the emergence and re-emergence of disease Provides healthcare to animals Advises on animal depopulation Performs euthanasia Oversees vaccination of animals Advises on disease control and prevention Monitors and recommends humane care standards of animals

Credentials

Education	Doctor of Veterinary Medicine or equivalent degree
Training	Entry Level: ICS 100, IS 700 First Responder: ICS 100, 200, IS 700
Experience	Works or has worked in primary animal health care
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Entry Level: Works in related field (government, academia, private sector) First Responder: Certified for this position by State Animal Health Official
Licensing	Is in good standing Eligible to practice veterinary medicine
Prerequisite	Has current expertise of working with companion animals, equines, livestock, avian or non-domesticated species

Animal Emergency Response Job Title 15: Wildlife Control Specialist

Job Title:	Wildlife Control Specialist
Categories:	Avian (A) Non-domesticated (N)
ROSS Assignment #:	AR15
Description:	Safely and humanely handles and restrains wildlife Captures and evacuates (extricates) wildlife Advises on euthanasia of wildlife Assesses the needs of wildlife Coordinates census of wildlife populations Identifies and counts wildlife premises Coordinates wildlife operations at impacted site Advises on species management

Credentials

Education	Formal training related to wildlife management
Training	ICS 100, IS 200; IS 700
Experience	Has functional skills capture, rescue and evacuation of wildlife
Physical/ Medical Fitness	Able to perform under conditions of moderate stress
Certification	Works in related field (government, academia, private sector) May require federal or State certification for working with some species
Licensing	Not specified
Prerequisite	Has current expertise of working with avian, non-domesticated marine or terrestrial wildlife

**Animal Emergency Response
Resource Typing and Credentialing
(October 2007)**

Summary

Over the past year a dedicated group of experts, the Animal Emergency Response Working Group (AERWG) and hundreds of reviewers developed a resource typing and credentialing framework to better prepare for and respond to all hazard causes of emergencies affecting all animals.

Similar to the approach used to create the TCL, the AERWG used mission area analysis (“Functions Analysis”) to identify all of the major functions required for a comprehensive response to animal issues.

The product of the AER Resource Typing and Credentialing are templates that provide a comprehensive list of WHAT tasks need to be performed for animals in disasters. This template supports pre-incident capability based planning, but does not prescribe HOW an Incident Commander would organize the ICS to accomplish the mission. Hence, planners can use this AER Resource Typing and Credentialing template to identify which tasks their jurisdiction or organizations should or could perform .

By providing this information during the preparedness phase of disasters, the efficiency and effectiveness of the response can be greatly facilitated. The template developed by the AERWG will ultimately serve as a template for capability assessments, currently being developed as the National Preparedness System.

Furthermore, the Animal Emergency Response (AER) Resource Typing and Credentialing guidelines allow emergency managers to request assistance from another jurisdiction or group using common terminology that is understood by wide variety of professionals and other disciplines.

The guidelines also provide an important source for learning objectives to develop task proficiency through training and exercises. The task-condition-standard combination provides a basis for evaluating how well tasks are performed. Many tasks defined by the AERWG are cross-referenced to the NRP.

Background

Over the past year a dedicated group of experts, the Animal Emergency Response Working Group (AERWG) and hundreds of reviewers developed a resource typing and credentialing framework to better prepare for and respond to all hazard causes of emergencies affecting all animals.

The effort was largely supported by Phase II of the Target Capability List (TCL) development by the Department of Homeland Security Office of Grants and Training in an effort to further refine and apply the TCL. The TCL implements HSPD-8, *National Preparedness Goal*, intended to establish “*measurable readiness targets... that appropriately balance the potential threat and magnitude of terrorist attacks, major disasters, and other emergencies with the resources required to prevent, respond to, and recover from them.*”

The AERWG focused on the capabilities needed to respond to all hazards affecting animals. The initiative grew out of years of experience of animals being adversely affected by disasters and the high profile animals received during the response to Hurricane Katrina.

Capabilities Based Planning

The Target Capabilities List (TCL)

The TCL is an essential planning tool for capabilities based planning to achieve national preparedness. The TCL supports capabilities based planning by asking the question, “How prepared do we need to be?” and answering with comprehensive list and definitions of the functions (capabilities) needed to perform tasks that lead to successful outcomes. These outcomes apply to the prevention, protection, response, and recovery phases of incidents as defined in the National Response Plan (NRP).

The capability requirements summarized in the TCL were derived from a threat and mission analysis. The threat analysis is based on 15 National Planning Scenarios, which illustrate the range, scope, magnitude, and complexity of major events, including terrorism, natural disasters, and other emergencies for which the Nation should prepare. This approach helped ensure that all preparedness activities are focused on achievement of the mission.

In Phase I of the TCL identified 36 capabilities the Nation needs to address major events that exceed the resources of any single jurisdiction. Each capability includes a brief description, outcome statement, capability elements, including personnel, planning, organization and leadership, equipment and systems, training, exercises, evaluation, corrective actions, as well as the associated critical tasks, basic capability and performance measures.

Similar to the approach used to create the TCL, the AERWG used mission area analysis (“Functions Analysis”) based on the National Planning Scenarios as the TCL to identify all of the major functions required for a comprehensive response to animal issues. Using this approach the AERWG identified Universal and Critical Tasks, grouped these logically into Capability Elements (resources), and finally established appropriate credentials for the responders who will execute the tasks.

The product of the AERWG supplemented the following TCL capabilities: Animal Health Emergency Support, Mass Care, Citizen Evacuation and Shelter in Place, and Urban Search and Rescue.

Universal Task List

The TCL is derived from a catalogue of tasks referred to as the Universal Task List (UTL). The UTL is a list of functions to be performed by a Federal, State, tribal, local agency, a non-governmental organization, a private-sector organization, or the general public. Although, no single jurisdiction or agency is expected to perform every task, each jurisdiction or organization can use the UTL as a standardized list to define their capability in terms of specific roles, missions, and functions.

To complement the UTL related to animal issues the AERWG compiled an extensive list of documents that identified tasks related to animals in disasters. These included: The Critical and Universal Task Lists of the TCL, APHIS National Animal Health Emergency Management System (NAHEMS) Guidelines, APHIS Incident Management Team Position Catalogue, Colorado State CONOPS, New Jersey Emergency Animal Shelter Guidelines and others. Over 2,400 individual tasks were identified in these documents. Appropriate Universal Tasks were arranged into logical groups and matched with one or more Critical Tasks.

Critical Tasks

Critical tasks are defined in the TCL as tasks that require coordination among Federal, State, local, tribal, private sector, and/or non-governmental entities during a major event in order to minimize the impact on lives, property, and the economy. Critical Tasks are essential to achieving the desired outcome and to the success of a homeland security mission. Critical Tasks are derived from practical groupings of tasks in the Universal Task List.

Each Critical Task is further defined through performance measures. Performance measures are quantitative or qualitative levels against which achievement of a task or capability outcome can be assessed. Performance measures describe how much, how well and/or how quickly an action should be performed. Performance measures are typically expressed in ways that can be observed during an exercise or real event. The measures and metrics are not standards; rather they serve as guides for planning, training, and exercise activities.

Capability Elements (Resources)

Within the TCL a capability is defined as a properly planned, trained, equipped, and exercised personnel resource required to perform critical tasks to specified levels of performance. Capability elements, therefore, reflect resources required for a major event.

During Phase I of the Target Capabilities only resources typed in the *NIMS Resource Typing Definitions* were used to define capability elements. These resources were not further addressed by the AERWG. In contrast, untyped resources for animal related emergencies were given generic names such as “Veterinary Response Teams” or various generic position titles as placeholders during Phase I. It is these generic resources from Phase I that the AERWG typed and credentialed during Phase II. Many resources related to the response to animals in disasters

in the TCL are in the chapters on Animal Health Emergency Support, Mass Care, Citizen Evacuation and Shelter in Place, and Urban Search and Rescue.

Resource Typing

Resource typing is the categorization and description of response resources that are commonly exchanged in disasters through mutual aid agreements. To ensure that as many resources as possible would be identified and typed the AERWG developed a 10-Step process to cross walk the operational issues that arise with animals during disease outbreaks (Animal Health Emergencies) and Natural and Technological Disasters with the TCL.

This cross walk was possible because the National Planning Scenarios are equivalent to a Level 1 (worst case scenario) incident, where the components of the TCL (used for preparedness) have counterparts in the Incident Command System (ICS) (used during response). This relationship bridges differences in the way planners and responders think about emergencies and makes the TCL easier to understand for both planners and responders. The AERWG used these parallels to develop the AER resource typing and credentialing templates.

The following table exemplifies how preparedness (TCL) is linked to response (ICS). By anticipating what can happen during the preparedness and planning phases, it becomes easier to define how an effective response will unfold.

Comparison of preparedness and response terminology.

Preparedness (TCL) Terminology	Response (ICS) Terminology
Performance Measures and Metrics	Incident Objectives of the Command (Incident Command, Finance, Logistics, Operations and Planning Sections)
Activity	Mission Areas for Operational Branches
Capability Element	Response Objectives of Groups and Divisions
Critical Task	Complex (Universal) tasks that need to be coordinated by Teams, Units, and Task Forces
Universal Task	Assignments performed by single or uniform resources

The initial work of the AERWG was to functionally align TCL activities with ICS Branches, Divisions, Team and Critical Tasks. This approach provided a flexible system for States and responder groups to build capacity, rather than expecting reliance on narrowly defined, pre-scripted resources. This flexibility is preferred because, although typed resources (teams, units, etc) are particularly helpful when needs and resources are similar from one incident to another and requests for these standardized resources are made frequently, these conditions rarely apply to animal-related disasters. For animal emergencies, that are rare and diverse, it is more helpful for a State to request individual resources (credentialed responders) that can then be assimilated into appropriate resources (teams) at the incident site.

Therefore, what the AER Resource Typing and Credentialing templates provide is a comprehensive list of **WHAT tasks need to be performed for animals in disasters, it does not prescribe HOW an Incident Commander would organize available resources to accomplish**

the Incident Action Plan objectives during an incident. By providing this information during the preparedness phase of disasters, the efficiency and effectiveness of the response can be greatly facilitated. The template developed by the AERWG will ultimately serve as a template for capability assessments, currently being developed as the National Preparedness System. **(additional information, including details of how responders could be organized and how these relate to the Target Capability List are available upon request to:Sebastian.heath@dhs.gov).**

Planning Factors

Because the National Planning Scenarios imply a fully expanded ICS, it is possible to identify the quality (capability) and quantity (number) of resources for an effective response. In the TCL these estimates are the “Planning Factors”, and together reflect the national target capability. In other words Planning Factors are estimates of the resources that make up the national capability and are what would be needed for the effective response to a Level I (national) emergency.

It is important to realize that the NIMS Integration Center (NIC) only requires that resources are typed for a Level I (national) emergency. Resource typing for other levels should be defined by States (Level II) and other entities (Levels III and IV) based on the local demands and the incident at hand, because these resources are likely to remain within the affected jurisdictions.

Further, using a Functions Analysis approach the AERWG identified and recommended a limited number of functions that constitute First Response capabilities. These are listed in Appendix A. This list implies minimum First Response capabilities that every State should have.

Credentialing

A national credentialing system is mandated by HSPD 5, *Management of Domestic Incidents*, and is intended to improve the methods, capabilities and coordination of emergency responders to deal with domestic incidents.

Credentials are the baseline criteria representing the *minimum* requirement for response personnel to participate in the NIMS Integration Center’s National Emergency Responder Credentialing System. Credentials allow for a quick and accurate verification of emergency response identities and qualifications. A credentialing system helps ensure that personnel representing various jurisdictional level and functional disciplines possess a minimum common level of training, currency, experience, physical and medical fitness and capacity of the incident management or emergency responder position that they are tasked to fill. The AERWG has developed credentials for Animal Emergency Responders (AER).

The national AER credentialing system does not provide automatic access to an incident site. It can, however, serve to prevent unauthorized, i.e., self-dispatched and unqualified personnel, access to an incident and help maintain perimeter control of and access to that incident, while ensuring that those requested to respond to an incident meet the required criteria for participating in such as effort.

Issuing credentials is the responsibility of current governmental and non-governmental credentialing bodies at the federal, State, territorial and local levels. Many existing credentialing

systems are rooted in State licensure statutes and other well established requirements and processes. Where no processes or requirements presently exist, the elements described by the AER Credentialing templates will be important for participating in a national system.

Participating in the National Emergency Responder Credentialing System is voluntary. However, emergency responder participants must meet the requirements to support an incident. By agreeing to national standards, the AER credentialing initiative further builds on the mutual aid framework pioneered by the National Emergency Management Association through the establishment of the Emergency Management Assistance Compact (EMAC).

In most cases the Chief Animal Health Official (CAHO) of the affected jurisdiction will be the lead on animal emergency response (this could be a federal, State or tribal Chief Veterinary Official or State Veterinarian). Although this will require the CAHO to know which is the correct certification body in his/her jurisdiction, the choice is based on the realization that, in most cases, the skills of the individual responder will be more important than certification. Therefore, practical skills will be best evaluated (certified) by the person responsible for the overall response – the CAHO.

Animal Emergency Response Positions

Position titles

The following Position Titles were identified by the AERWG to be animal-specific and to provide a template for AER personnel to respond to all hazards according to the NIMS Integration Center's National Emergency Responder Credentialing System.

Defining each of these positions allows AER to be identified in the Resource Ordering and Support System (ROSS) used during deployment.

For more detail see the document AER Credentials.

AER Job Title 16.	Animal Case Manager
AER Job Title 17.	Animal Control Specialist
AER Job Title 18.	Animal Disease Epidemiologist
AER Job Title 19.	Animal Premises Site Manager
AER Job Title 20.	Animal Handling Specialist
AER Job Title 21.	Animal Industry Specialist
AER Job Title 22.	Animal Shelter Manager
AER Job Title 23.	Animal Technician
AER Job Title 24.	Livestock Agriculture Economist
AER Job Title 25.	Permit Specialist
AER Job Title 26.	Risk Assessment Specialist
AER Job Title 27.	Species Specialist
AER Job Title 28.	Vector Control Specialist
AER Job Title 29.	Veterinarian
AER Job Title 30.	Wildlife Control Specialist

Job titles that are not animal-specific or were considered outside of the field of expertise of the AERWG, e.g., all management and supervisory positions within the ICS, Occupational Health and Safety, security, CBRNE, environmental protection, public works and medical are defined by other professions and NIMS Credentialing Working Groups and were not addressed by the AERWG.

The AERWG developed an extensive list of nearly 900 functions that may need to be accomplished during the response to all-hazard causes of emergencies. Although not every function requires a single person's attention, nor would one person be expected to address only one task, by matching one task with one position the AERWG was able to streamline the tasks with the personnel expected to perform them. The AERWG also recommended a position title for the person performing that task. These lists of tasks form the basis for defining the composition of the resources (e.g., Teams, Divisions, and Branches) in the ICS and that would be assembled during an incident.

Examples of the flexibility of how a limited number of credentialed responders can be deployed in multiple capacities are given in the two tables in Appendix B. These tables illustrate how a responder's skills allows them to contribute functionally in a variety of functions during the response to emergencies resulting from all hazards.

Credentialing criteria

The AERWG used the NIMS Integration Center's National Emergency Responder Credentialing System. The metrics used in *Designing a National Emergency Responder Credentialing System* are: Education, Training, Experience, Physical/Medical Fitness, certification and licensing. Further, where possible, the AERWG used existing guidelines for credentialing standards, including the Memorandum of Understanding among the 14 Southern Animal Health Association (SAHA) States that defines ICS credentials for the interstate deployment of resources, and the USDA Animal and Plant Health Inspection Service (APHIS) Incident Management Team Position Catalogue and Organization Chart, that defines ICS credentials for federal (APHIS) responders. References from many local responder groups were also consulted, as many of these provided examples of field experience.

The principles used by the AERWG for defining this metrics are as follows:

Education and Experience

The ICS works best if responders' regular job, occupation, skills, education and experience equip the responder to perform the tasks needed in a disaster. Having identified the Critical Tasks to be performed by each resource many "peace time" qualifications (education and experience) can be matched to these tasks. Education and experience are often used as the principal credentials of people deployed from within a jurisdiction where the emergency strikes.

Training

Training refers to the specific "war-time" knowledge needed to augment education and experience, and in most cases specifically means an appropriate level of training in ICS. Training accomplishments are the principle credential that is required for inter-jurisdictional deployment, e.g., through EMAC.

The Training Requirements recommended by the AERWG are:

Entry Level

FEMA IS-700: NIMS, An Introduction

ICS-100: Introduction to ICS

First Line, Single Resource, Field Supervisors

IS-700, ICS-100 and ICS-200: Entry Level ICS or its equivalent

Mid-level Management: Strike Team Leaders, Division Supervisors, EOC Staff, etc.

IS-700, IS-800.A NRP, ICS-100, ICS-200 and ICS-300

Command and General Staff; Area, Emergency and EOC Managers

IS-700, IS-800.A, ICS-100, ICS-200, ICS-300 and ICS-400

Fitness

Fitness requirements are needed because of the potential for responders to work under duress in disasters, but because many responders perform similar duties in disasters as in their regular work, fitness is often a minor issue in credentialing.

Certification and Licensing

These are usually only required for positions that require certification and licensing. For example, to diagnose and treat animals requires a veterinary degree (and would apply to some of the animal health care positions) or to oversee environmental protection requires that the person have current authority to make decisions over how and where to dispose of materials. However, many positions do not require specific certification or licensing.

Credentialing was originally intended for, among others, standardizing State to State mutual aid requests under EMAC. However, the national criteria established for credentialing should equally apply to local/county level and non-government organizations involved with emergency response. For these jurisdictions and groups it is recommended that their members be credentialed using the national standards and nomenclature. By adhering to this system the credentials of local/county and non-government organization AER should be acceptable to the State Authority Having Jurisdiction (State Animal Health Official). Having a uniform system allows the State to then request or dispatch competent personnel under EMAC from multiple networks of responders, including State, local/county and non-government organizations.

Verification

Verification of a responder's credentials can be made by variety of means, but usually will be done by the Chief Animal Health Official on behalf of the Emergency Management Director. This approach allows officials to evaluate and verify on a case-by-case basis the specific skill sets needed by persons during the pre enrollment process for official responders.

Prerequisites

In addition to the standard credentialing criteria, Animal Emergency Responders have prerequisites that identify qualifications, experience and/or expertise required to perform the tasks related to a certain position. In most cases, prerequisites for AER's require expertise for an AER to work with certain species. The species groups are:

- Companion animals (such as dogs, cats and other domestic household pets⁴);
- Equines (such as domesticated Equids, such as horses, ponies, donkeys and asses);

- Livestock (such as cattle, sheep, goats, pigs)
- Avian (such as commercial poultry, captive, exotic and non-domestic, pet- and wild birds);
- Non-domestic, (such as exotic species in zoos, captured game premises and households⁴).

Reference Materials (available upon request)

Comprehensive Animal Emergency Responder Credentials (MS Excel spreadsheet)

Animal Emergency Response Functions Organizational Charts (MS Power Point)

The 10 Step Process used by the Animal Emergency Response Working Group

Southern Animal Health Association Memorandum of Understanding for Credentialing

Recommendations of the Animal Emergency Response Working Group

National Review comments and responses by the AERWG.

Recommended Minimal Emergency Response Capability for Disease Outbreaks

Disease Investigation	Disease Eradication	Disease Control
<p>Vector Control</p> <ul style="list-style-type: none"> Control Animal Vectors <ul style="list-style-type: none"> Disease Expertise Species Expertise Animal Handling Sample Collection Equipment Operation Vector Control Control Insect Vectors <ul style="list-style-type: none"> Disease Expertise Species Expertise Animal Handling Sample Collection Equipment Operation Vector Control <p>Rapid Assessment</p> <ul style="list-style-type: none"> Needs Assessment <ul style="list-style-type: none"> Estimate Animal Populations Assess Facilities Needs Assess Hazards <ul style="list-style-type: none"> Safety Public Health Disease Expertise Species Expertise 	<p>Occupational Safety</p> <ul style="list-style-type: none"> Zoonotic disease prevention Injury prevention Medical records Protect against physical hazards <p>Security</p> <ul style="list-style-type: none"> Facility Control Security enforcement <p>Vector Control</p> <ul style="list-style-type: none"> Control Animal Vectors <ul style="list-style-type: none"> Disease Expertise Species Expertise Animal Handling Sample Collection Vector Control Control Insect Vectors <ul style="list-style-type: none"> Disease Expertise Species Expertise Animal Handling Sample Collection Vector Control <p>Indemnification</p> <ul style="list-style-type: none"> Appraisal <ul style="list-style-type: none"> Species Expertise Property evaluation Commodity evaluation <p>Treatment</p> <ul style="list-style-type: none"> Administer therapy <ul style="list-style-type: none"> Veterinary Expertise Animal Handling Medical records <p>Depopulation</p> <ul style="list-style-type: none"> Euthanize <ul style="list-style-type: none"> Veterinary Expertise Animal Handling Medical records Equipment Operation Depopulation Expertise Animal Husbandry <ul style="list-style-type: none"> Species Expertise 	<p>Movement Permission</p> <ul style="list-style-type: none"> Animal Movement <ul style="list-style-type: none"> Permits <ul style="list-style-type: none"> Permit Issuance

Recommended Minimal Response Capability for Natural and Technological Disasters Affecting Animals

Mission Area				
Investigate status of animals	Shelter Animals	Animal Husbandry	Boarding and Reunion	Morbidity and Mortality
Mission Activity				
Rapid Assessment	Animal Housing	Animal Shelter in Place	Animal Evacuation	Triage and Public Health
Capabilities				
Needs Assessment Estimate Animal Populations Assess Facilities Needs Assess Hazards Safety Public Health Veterinary Expertise Species Expertise Records	Animal Handling Animal Healthcare	Animal Husbandry Species Expertise Watering, feeding and exercising Sanitation Animal Healthcare Veterinary Expertise Animal Handling Records	Animal Control Animal Control Species Expertise Animal Handling Equipment Operation Veterinary Expertise Animal Transportation Species Expertise Animal Handling Equipment Operation Dispatch Records Facility Control Security enforcement	Animal Healthcare Veterinary Expertise Animal Handling Medical Records Records Human Disease Prevention

APPENDIX B

Placements for Animal Health Emergencies:

The examples of placements provided here are for illustration only. These placements are not part of credentialing, rather they are examples of how Position Titles could be assigned to multiple functions to accomplish the Incident Action Plan objectives during an incident.

Operational Mission Area	Team Membership
Livestock Agriculture Economist	
Disease Investigation	Zoning Team
	Risk Assessment Team
Animal Handling Specialist	
Disease Investigation	Animal Vector Team
	Insect Vector Team
	Field Investigation Team
Disease Eradication	Animal Vector Team
	Insect Vector Team
	Treatment Team
	Euthanasia Team
	Humane Monitoring Team
Disease Control	Vaccination Team
	Animal Vector Team
	Insect Vector Team
Disease Prevention	Supply chain management (on-site) Team
Economic Protection	Supply chain management (on-site) Team
Animal Industry Specialist	
Disease Investigation	Investigation Design Team
Disease Control	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Disease Prevention	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Economic Protection	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Animal Technician	
Disease Investigation	Insect Vector Team
	Needs Assessment Team
Disease Eradication	Animal Vector Team
	Insect Vector Team
	Euthanasia Team
Disease Control	Humane Monitoring Team
	Animal Vector Team

	Insect Vector Team
	Animal Care Team
	Supply chain management (on-site) Team
Disease Prevention	Animal Care Team
	Supply chain management (on-site) Team
Economic Protection	Animal Care Team
	Supply chain management (on-site) Team
Disease Investigation	Animal Vector Team
	Field Investigation Team
	Permit Specialist
Disease Control	Permit Team
Disease Prevention	Permit Team
Economic Protection	Permit Team
	Risk Assessment Specialist
Disease Investigation	Zoning Team
	Risk Assessment Team
Disease Control	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Disease Prevention	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Economic Protection	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
	Animal Premises Site Manager
Disease Eradication	Staffing Team
	Species Specialist
Disease Investigation	Insect Vector Team
	Animal Vector Team
	Investigation Design Team
	Hazards Assessment Team
Disease Eradication	Animal Vector Team
	Insect Vector Team
	Appraisal Team
	Humane Monitoring Team
Disease Control	Animal Vector Team
	Insect Vector Team
	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
	Supply chain management (on-site) Team
Disease Prevention	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team

	Supply chain management (on-site) Team
Economic Protection	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Economic Protection	Supply chain management (on-site) Team
	Vector Control Specialist
Disease Investigation	Animal Vector Team
Disease Eradication	Animal Vector Team
	Insect Vector Team
Disease Investigation	Insect Vector Team
Disease Control	Animal Vector Team
	Insect Vector Team
	Animal Disease Epidemiologist
Disease Investigation	Zoning Team
	Risk Assessment Team
	Investigation Design Team
	Field Investigation Team
	Veterinarian
Disease Investigation	Insect Vector Team
	Hazards Assessment Team
	Animal Vector Team
	Investigation Design Team
	Field Investigation Team
Disease Eradication	Biosecurity Team
	Animal Vector Team
	Insect Vector Team
	Treatment Team
	Euthanasia Team
	Carcass and Material Decontamination Team
	Premises Decontamination Team
Vehicle Decontamination Team	
Disease Control	Vaccination Team
	Animal Vector Team
	Insect Vector Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Disease Prevention	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Economic Protection	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team

Placements for Natural and Technological Disasters:

Operational Mission Area	Team Membership
Animal Case Manager	
Emergency Animal Sheltering	Matching/Reunion Team
Collocated shelter management	Owner Verification and Tracking Team
Animal Control Specialist	
Animal capture and evacuation	Animal Control Team
Animal Handling Specialist	
Reconnaissance	Field Investigation Team
	Animal Husbandry Team
Collocated shelter management	Animal Healthcare-Protocols Team
	Animal Healthcare Team
Animal owning Citizen evacuation and Shelter in Place	Animal Husbandry Team
	Animal Healthcare Team
Animal evacuation	Animal Rescue Team
Animal Shelter in Place	Animal Husbandry Team
	Animal Healthcare Team
Animal evacuation	Animal Transportation Team
	Animal Husbandry Team
Emergency Animal Sheltering	Animal Healthcare-Protocols Team
	Animal Healthcare Team
Animal Mortality and Morbidity	Animal Healthcare Team
Animal Industry Specialist	
Reconnaissance	Investigation Design Team
Animal Shelter Manager	
Emergency Animal Sheltering	Staffing Team
Collocated Shelter Management	Staffing Team
Animal Technician	
Animal evacuation and Shelter in Place	Animal Healthcare Team
Animal owning Citizen evacuation and Shelter in Place	Animal husbandry Team
Animal Shelter in Place	Animal husbandry Team
Emergency Animal Sheltering	Animal Healthcare Team
Animal Mortality and Morbidity	Animal Healthcare Team
Reconnaissance	Needs Assessment Team
Collocated shelter management	Animal husbandry Team
Permit Specialist	
Disease Control	Permit Team
Disease Prevention	Permit Team
Economic Protection	Permit Team
Risk Assessment Specialist	
Disease Investigation	Zoning Team
	Risk Assessment Team
Disease Control	Animal Movement Control Team
	Goods and Commodities Movement

	Control Team
	Services Movement Control Team
Disease Prevention	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
Economic Protection	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team

Animal Premises Site Manager

Disease Eradication	Staffing Team
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Species Specialist

Disease Investigation	Insect Vector Team
	Animal Vector Team
	Investigation Design Team
	Hazards Assessment Team
Disease Eradication	Animal Vector Team
	Insect Vector Team
	Appraisal Team
	Humane Monitoring Team
Disease Control	Animal Vector Team
	Insect Vector Team
	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
	Supply chain management (on-site) Team
Disease Prevention	Animal Movement Control Team
	Goods and Commodities Movement Control Team
	Services Movement Control Team
	Supply chain management (on-site) Team
Economic Protection	Animal Movement Control Team
	Goods and Commodities Movement Control Team
Economic Protection	Services Movement Control Team
	Supply chain management (on-site) Team

Species Specialist

Reconnaissance	Hazards Assessment Team
	Investigation Design Team
Animal owning Citizen evacuation and Shelter in Place	Animal Husbandry Team
Animal Shelter in Place	Animal Husbandry Team
Animal evacuation	Animal Rescue Team

Emergency Animal Sheltering	Animal Transportation Team
Collocated shelter management	Animal Husbandry Team
	Animal Husbandry Team
	Owner Verification and Tracking Team

Animal Disease Epidemiologist

Reconnaissance	Investigation Design Team
Reconnaissance	Field Investigation Team

Veterinarian

Reconnaissance	Investigation Design Team
	Field Investigation Team
	Hazards Assessment Team
Animal owning Citizen evacuation and Shelter in Place	Animal Healthcare Team
Animal Shelter in Place	Animal Healthcare Team
Animal evacuation	Animal Rescue Team
Emergency Animal Sheltering	Animal Healthcare-Protocols Team
	Animal Healthcare Team
Animal Mortality and Morbidity	Animal Healthcare Team
Collocated shelter management	Animal Healthcare-Protocols Team
	Animal Healthcare Team