

Veterinary Services Careers Program (VSCP)

Location	Multiple sites and dates. Please see below for details of curriculum.			
Program and Curriculum Description	Veterinary Services Careers Program (VSCP) training provides in-depth orientation and training opportunities to enable new VS employees to smoothly transition to Federal service, accelerate their productivity, and have productive careers in APHIS. The training program curriculum consists of a combination of instructor-led courses and distance learning courses, and participants have 2 years to complete the curriculum requirements. 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(s)</u>
1. VSCP: Orientation, Part A		N/A	Must be completed prior to attending Orientation, Part B	I & II
2. VSCP: Orientation, Part B (1)		Riverdale, MD	October 28-30, 2008	I & II
3. VSCP: Basic Epidemiology for AHTs	 + 	Ft. Collins, CO	March 31 – April 3, 2009	II
4. VSCP: Orientation, Part B (2) (ONLY for persons neither accepted for Fall Orientation nor hired by September 30, 2008 – Please contact Amy Kokesh)		Riverdale, MD	April 14-16, 2009	I & II
5. VSCP: Communication & Managing Up		Raleigh, NC	May 12-14, 2009	I & II
6. VSCP: Animal Health 101		Ft. Collins, CO	June 17-18, 2009	I
7. VSCP: Basic Epidemiology for VMOs	 + 	Ft. Collins, CO	July 27-31, 2009 Pre-course prep materials are 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
15. VSCP: Leadership Development for VSCP Graduates	 + 	Kansas City, MO	July 14-16, 2009	I & II
Legend				
Distance Learning Course (AgLearn and CD-ROM or DVD)  Instructor-led Course 				
* Training Dates	All training dates listed are actual course dates, and do not include travel days.			
Purpose	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 Course Descriptions for detailed course information.			
Target Audience	<ul style="list-style-type: none"> • VMOs and AHTs hired through the VSCP National Recruitment Program (referred to as VSCP Recruits). VSCP Recruits will have the VSCP Curriculum automatically added to their AgLearn account. • VS employees with no more than 2 years experience with VS and who meet nomination requirements. (See Nominations below) (referred to as VSCP Equivalents) <p>For information on the VSCP National Recruitment Program, go to http://www.aphis.usda.gov/lpa/pubs/pub_vscareers.html or contact Ms. Eileen Cramer at (301) 734-3826.</p>			
Cost	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). VSCP Equivalents: only travel expenses for all VSCP courses are covered by PDS.			
Contact	Amy Kokesh, VS/PDS, (919) 855-7174 amy.c.kokesh@aphis.usda.gov			
Nominations	To be accepted into the VSCP training program, standard nomination/application procedures through AgLearn are required. You will not be officially accepted/enrolled until you receive an official selection notification from the VSCP Training Coordinator, Amy Kokesh . Please note that "accepted" in this case means that applicants: <ol style="list-style-type: none"> 1) are assigned the appropriate VSCP curriculum in their AgLearn account, based on the learning track (Track I or II) correlating with their employment status and job function; 2) are provided professional counseling services for career development (e.g., individual development plan, career coaching, etc.); 3) and, are given priority for attendance at instructor-led courses. 			

	<p>Participants accepted for VSCP training must complete all training courses as assigned within 2 years of the commencement of their VSCP curriculum cycle 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: http://www.aphis.usda.gov/animal_health/prof_development/vscp.shtml</p>
<p>Nomination Deadlines</p>	<p>To commence FY2009 VSCP with VSCP: Orientation, Part B (1), October 28-30, 2008 the deadline for applying/registering through AgLearn is August 31, 2008. The registration button on AgLearn will be deactivated on this date.</p> <p>To commence FY2009 VSCP with VSCP: Orientation, Part B (2), April 14-16, 2009 the deadline for applying/registering through AgLearn is February 28, 2009. The registration button on AgLearn will be deactivated on this date.</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 (1)*** **Riverdale, MD** **October 28-30, 2008**
(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. ***Basic Epidemiology for AHTs*** **Ft. Collins, CO** **March 31 – April 3, 2009**
(Track II)

This course is specifically designed for animal health technicians (AHTs) or equivalents to ensure that newly hired AHTs possess the skill set necessary to assist VMOs in conducting epidemiological investigations and analyses of animal disease outbreaks, including tracking and reporting levels of certain endemic animal diseases, including those with public health and food safety implications. This course uses a problem-based approach to teach and reinforce the fundamentals of epidemiology; computer-based exercises reinforce theory, methodology and analytical skills necessary to conduct or assist with epidemiological investigations of animal diseases. Course participants are also introduced to the Centers for Epidemiology and Animal Health (CEAH), Ft. Collins, CO.

- c. ***Orientation, Part B (2)*** **Riverdale, MD** **April 14-16, 2009**
(Tracks I & II)

(ONLY for those persons neither accepted for Fall Orientation nor hired by September 2008)

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.

d. ***Communication & Managing Up*** **Raleigh, NC** **May 12-14, 2009**
(Tracks I & II)

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.

e. ***Animal Health 101*** **Ft. Collins, CO** **June 17-18, 2009**
(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.

f. ***Basic Epidemiology for VMOs*** **Ft. Collins, CO** **July 27-31, 2009**
(Track II)

This course is specifically designed for veterinary medical officers (VMOs) or equivalents to ensure newly hired VMOs possess the skill set necessary to conduct epidemiological investigations, analyze animal disease outbreaks, and track and report levels of certain endemic animal diseases, including those with public health and food safety implications. This course uses a problem-based approach to teach and reinforce the fundamentals of epidemiology; computer-based exercises reinforce the theory, methodology and analytical skills necessary to design and conduct epidemiological investigations of animal diseases. Course participants are also introduced to the Centers for Epidemiology and Animal Health (CEAH), Ft. Collins, CO. All participants **must** complete preparatory material, available as either a CD or through AgLearn, **prior** to attending the course.

g. ***VSCP: Leadership Development*** **TBD** **July 14-16, 2009**
for VSCP Graduates

An interactive course for VSCP Graduates to build upon skill development commenced during VSCP. The course will address career goals and leadership development utilizing the APHIS Leadership Roadmap and the APHIS Leadership Development Toolkit. The course will consist of 4 components: preparatory on-line courses; career coaching sessions; formal mentoring program; and, a face-to-face instructor-led meeting. The preparatory portion is designed to provide and exploration of career options, and yield a clearer understanding of the individuals' career goals, and begin to explore needed leadership skills. This portion of the course will consist of: 1) on-line assessments and 2) AgLearn, CD, and Sametime sessions and will dovetail with the other 3 components of the course: the in-person training, the mentoring and the career coaching sessions. Participants will be matched with mentors and participate in a one-year mentoring program. In the instructor-led training, participants will practice leadership skills such as team-building, conflict management, influencing/negotiating, and oral communications, skills best learned and enhanced in face-to-face settings. Career coaching will reinforce the learning from the other venues and focus on using that information to attain individual leadership development and career goals.

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 Johne's. 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.