



Training Program Rubric

Levels of Certification

Proficient

Student has demonstrated proficiency in all aspects of hands on portion of workshop modules taken. Student is engaged in discussions, understands the material presented, can perform all aspects of hands on portions of the lab with no welfare or safety concerns from instructor. This student can work with animals and perform the procedures taught with no additional supervision, practice or training required. Student will be given a certification of proficiency. Students who have a certificate of proficiency can supervise students who need extra practice to develop their skills.

Competent

Student has not demonstrated proficiency in all aspects of the material presented or cannot perform all aspects of the procedures to the complete satisfaction of the instructor but has enough understanding or level of competency that animal welfare is not a concern. The student will be allowed to practice the procedures without supervision in order to gain proficiency. In order to gain a proficiency certificate, student must demonstrate their proficient skills to a Post Approval Monitoring member, training coordinator or one of the clinical veterinarians and this information is referred to the Head of Training. The student will then be given a certificate of proficiency for the modules completed.

Trainee

Student does not demonstrate they understand all aspects of the material presented or cannot perform all aspects of the procedures to the complete satisfaction of the instructor but has enough understanding or level of competency to be allowed to practice the procedures under direct supervision of a trained, proficient animal facility technician or lab member who has a full proficient certification, or returns to practice during a workshop scheduled with training and can demonstrate competency or proficiency. Students will be given a certificate with conditions at the end of lab. Conditions can include that the student can perform the procedures on animals with supervision of a trained, proficient animal facility technician or certified proficient lab member or student must return for additional training (in the form of a workshop), or student must repeat the modules. The student will be informed of any conditions or concerns at the end of the lab and offered additional training. Information regarding any conditions after the additional training will be forwarded to the PI (and lab manager if applicable) and the student. Conditions will be removed once the student can demonstrate competency or proficiency to animal a Post Approval Monitoring member, training coordinator or one of the veterinarians and this information is referred to the Head of Training. The student will then be given a certificate of competency or proficiency for the modules completed.



No Certification

Student cannot demonstrate that they understand even the basics of the material presented or cannot perform the basics of the procedures to the satisfaction of the instructor. Student may also not be engaged in the lab or cannot answer basic questions when the material is explained to them prior. Student is not be able to handle an animal competently to the point that animal welfare is a concern, has unsafe practices (danger to themselves, lab members or animals), or does not follow instructions so that their competency is questionable and concerns regarding animal welfare exist. The student will not be issued a certificate and will not be allowed to perform procedures on live animals. The student will be informed of the conditions and concerns at the end of the lab and additional training will be scheduled. Information regarding the requirement for additional training before a certificate is awarded will be forwarded to the PI (and lab manager if applicable) and student. A discussion with the PI will gather information about the student's responsibilities in the lab, what procedures they need to be able to perform, whether understanding of the language is an issue and whether the student has a phobia that is impacting their ability to perform specific procedures (rodent phobia or sharps phobia) or whether simple stress in a group setting is the cause of the problems. The training can be provided by the UBC training in the form of workshops through CCM, by one of the clinical veterinarians or by a trained, proficient animal facility technician who holds a proficient certificate of training. A certificate (with or without conditions depending on the situation) will be given to the student when they can demonstrate at least Trainee level to a Post Approval Monitoring member, training coordinator or one of the veterinarians and this information is referred to the Head of Training.