|  |  |
| --- | --- |
|  | Small Animal/Veterinary Technician  Youth Apprenticeship |

# SMALL ANIMAL/veterinary technician

Small Animal/Veterinary Technician youth apprentices gain skills applicable the care and management of small animals and veterinary technician skills, including supporting office and business duties, preparing animals for care, diagnostic tasks, and monitoring small animals.

**Length of Apprenticeship:** One year. Youth apprentices must have completed Animal Fundamentals prior to beginning this youth apprenticeship

# Competencies

Youth apprentices must complete **a total of** **13** competencies per year. **Twelve** must be from the list below. If necessary, employers can substitute up to **1** competency per year with another occupationally appropriate skill. That skill should be added to the competency list for assessment. Note that where necessary, skills can be simulated. *Note: The successful completion of Animal Fundamentals is required prior to starting this pathway.*

|  |
| --- |
| **Competencies** |
| 1. Maintain client records 2. Schedule appointments 3. Provide service to customers 4. Process financial transactions 5. Setup animal exams and procedures 6. Clean and sterilize equipment 7. Maintain diagnostic equipment 8. Collect diagnostic samples 9. Run basic diagnostic tests 10. Support the administration of routine treatments, vaccines, and medications 11. Prepare surgical suite 12. Prepare animal for surgery 13. Monitor animal responses to non-surgical procedures |

# Registered Apprenticeship Bridging Opportunities

Some of the related instruction courses can bridge into the following registered apprenticeship:

# Post-Secondary Pathway Opportunities

There are several post-secondary pathway opportunities in this area. Following is partial list.

* Animal Science Technician
* Veterinary Technician

|  |  |
| --- | --- |
|  | Small Animal/Veterinary Technician  Youth Apprenticeship |

**Youth Apprentice information**

|  |  |
| --- | --- |
| **Youth Apprentice Name**  Click or tap here to enter text. | |
| **YA Coordinator**  Click or tap here to enter text. | **YA Consortium**  **Click or tap here to enter text.** |
| **School District**  Click or tap here to enter text. | **High School Graduation Date**  Click or tap here to enter text. |

# Requirements

Youth apprentices must complete ALL the items listed below. Check completed areas.

Year 1 Competency checklist

Employability Skills checklist (in this job book) or the DPI Employability Skills Certificate

Related instruction equal to 1 high school credit or at least 3 college credits

Minimum of 450 work hours

# Hours

Record the hours the youth apprentice worked.

|  |  |  |
| --- | --- | --- |
| Total Hours Employed | Company Name | Telephone Number |
| Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
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# CAREER preparation

Youth apprentices must complete **one** of the following during Youth Apprenticeship participation:

1. Student is participating in a local or regional career pathway\*.

Identify the pathway below: Click or tap here to enter text.

For more information contact the [Wisconsin Department of Public Instruction](mailto:karin.smith@dpi.edu?subject=YA%20Coordinator%20Inquiry). Additional help may be found on the WI DPI [Wisconsin Pathways – Regional Career Pathways](https://dpi.wi.gov/pathways-wisconsin) and [DPI Career Clusters and Pathways](https://dpi.wi.gov/cte/career-clusters) web pages.

**\*Local and Regional career pathways** as defined by the WI DPI means that a student is participating in or has completed at least one CTE class in a cluster pathway sequence and has completed at least one of the other career pathway components: instructional related course, work-based learning, dual college credit, and/or career and technical student organization.

2. Student has completed one of the following certificates during their YA program or possess current certification earned previously.

A copy of the certificate must be uploaded with the completed checklist. Select the certificate from the list below.

Leadership Certificate (DPI)

Other certificates identified by the Career and Technical Education (CTE) Approved Certifications List related to this occupational field (or related to this occupation)

[dwd.wisconsin.gov/det/cteincentive/](https://dwd.wisconsin.gov/det/cteincentive/) (YA certificates excluded)

Title of Certification: Click or tap here to enter text.

3. Student is participating in a [Dual Enrollment Course](https://dpi.wi.gov/dual-enrollment) connected to any postsecondary education provider including UW System, Wisconsin Association of Independent Colleges and Universities (WAICU), and any of the 16 Wisconsin Technical Colleges (WTCS).

College Name: Click or tap here to enter text.

College Course Title: Click or tap here to enter text. Course Number: Click or tap here to enter text.

For more information on Dual Enrollment opportunities, please click on one of the below resources:

* [WTCS](mailto:ann.westrich@dpi.edu?subject=YA%20Coordinator%20Inquiry)
* [WAICU](mailto:rebecca.larson@waicu.org?subject=YA%20Coordinator%20Inquiry)
* UW System – connect with the college of choice.

# SIGNATURES

The On-the-Job Learning Performance Standards Guide includes a list of competencies youth apprentices learn through mentoring and training at the worksite.

Instructions for the Worksite Employers/Mentors and School-Base or YA coordinators.

This document should be reviewed with the employer / mentor, school-based or YA coordinator on a regular basis with the youth apprentice to record progress and plan future steps to ensure completion of the required competencies. Mentors, school-based / YA coordinator, and the apprentice sign below.

|  |  |
| --- | --- |
| Employer/Mentor Signature | Employer/Mentor Signature |
| Employer/Mentor  Click or tap here to enter text. | Employer/Mentor  Click or tap here to enter text. |
| Business/Company  Click or tap here to enter text. | Business/Company  Click or tap here to enter text. |
| Date Signed  Click or tap here to enter text. | Date Signed  Click or tap here to enter text. |
|  | |
| School-Based and/or YA Coordinator Signature | School-Based and/or YA Coordinator Signature |
| School-Based and/or YA Coordinator  Click or tap here to enter text. | School-Based and/or YA Coordinator  Click or tap here to enter text. |
| School District or Organization  Click or tap here to enter text. | School District or Organization  Click or tap here to enter text. |
| Date Signed  Click or tap here to enter text. | Date Signed  Click or tap here to enter text. |
|  | |
| Youth Apprentice Signature | Youth Apprentice Signature |
| Youth Apprentice  Click or tap here to enter text. | Youth Apprentice  Click or tap here to enter text. |
| School District / High School  Click or tap here to enter text. | School District / High School  Click or tap here to enter text. |
| Date Signed  Click or tap here to enter text. | Date Signed  Click or tap here to enter text. |

# employability Skills

Youth apprentices must demonstrate key employability skills.

The DWD YA program employability skills requirement may be attained and demonstrated through two processes. (See options listed below.) Employability skills must be completed for every year a student is in the program. The DPI Employability Skills Certificate may be counted as meeting one of those two years, provided the certificate is earned in the same year the student is enrolled in youth apprenticeship or they can complete the YA Employability Skills in the OJL. The Employability Skills Certificate must be obtained through the DPI.

1. If a student has successfully completed a Wisconsin Department of Public Instruction (DPI) State-Certified Cooperative Education, [Co-Op Employability Skill certification](https://dpi.wi.gov/cte/skills-standards/cooperative/portfolios) then they have met the YA Employability Skills requirement for that year. A copy of the student’s DPI Co-Op Employability Skill Certificate must be maintained on file with their YA regional consortium.

Earned Wisconsin Employability Skills Certificate (checked if applicable) or,

1. Completed and rated “Employability Skills” through this YA OJL guide as described below.

|  |  |
| --- | --- |
| **3** | ***Exceeds Expectations:*** Exceeds entry-level criteria; requires minimal supervision; consistently displays this behavior |
| **2** | ***Meets Expectations:***  Meets entry-level criteria; requires some supervision; often displays this behavior |
| **1** | ***Working to Meet Expectations:*** Needs improvement; requires much assistance and supervision; rarely displays this behavior |

The following skills are required of all youth apprentices.

|  | **Employability Skills** | **Rating** |  | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Competency and Rating Criteria** | | **Minimum Rating of 2 for EACH**  **Check Rating** | | | | |
| **1** | | **2** | **3** | |
| 1. Develops positive work relationships with others.   *Examples of qualities and habits that the employee might exhibit include . . .*   * Interacts with others with respect and in a non-judgmental manner * Responds to others in an appropriate and non-offensive manner * Helps co-workers and peers accomplish tasks or goals * Applies problem-solving strategies to improve relations with others * When managing others, shows traits such as compassion, listening, coaching, team development, and appreciation | |  | |  |  | |
| 1. Communicates effectively with others   *Examples of qualities and habits that the employee might exhibit include . . .*   * Adjust the communication approach for the target audience, purpose, and situation to maximize impact * Organizes messages/information in a logical and helpful manner * Speaks clearly and writes legibly * Models behaviors to show active listening * Applies what was read to actual practice * Asks appropriate questions for clarity | |  | |  |  | |
| 1. Collaborates with others   *Examples of qualities and habits that the employee might exhibit include . . .*   * Works effectively in teams with people of diverse backgrounds regardless of sex, race, ethnicity, nationality, sexuality, religion, political views, and abilities * Shares responsibility for collaborative work and decision making * Uses the problem-solving process to work to work through differences of opinion in a constructive manner to achieve a reasonable compromise * Avoids contributing to an unproductive group conflict * Shares information and carries out responsibilities in a timely manner | |  | |  |  | |
| 1. Maintains composure under pressure   *Examples of qualities and habits that the employee might exhibit include . . .*   * Uses critical thinking to determine the best options or outcomes when faced with a challenging situation * Carries out assigned duties while under pressure * Acts in a respectful, professional, and non-offensive manner while under pressure * Applies stress management techniques to cope under pressure | |  | |  |  | |
| 1. Demonstrates integrity   *Examples of qualities and habits that the employee might exhibit include . . .*   * Carries our responsibilities in an ethical, legal and confidential manner * Responds to situations in a timely manner * Takes personal responsibility to correct problems * Models behaviors that demonstrate self-discipline, reliability, and dependability | |  | |  |  | |
| 1. Performs quality work   *Examples of qualities and habits that the employee might exhibit include . . .*   * Carries out written and verbal directions accurately * Completes work efficiently and effectively * Preforms calculations accurately * Conserves resources, supplies, and materials to minimize costs and environmental impact * Uses equipment, technology, and work strategies to improve workflow * Applies problem-solving strategies to improve productivity * Adheres to worksite regulations and practices * Maintains an organized work area | |  | |  |  | |
| 1. Provides quality goods or services (internal and external)   *Examples of qualities and habits that the employee might exhibit include . . .*   * Shows support for the organizational goals and principles by own personal actions * Displays a respectful and professional image to customers * Displays an enthusiastic attitude and desire to take care of customer needs * Seeks out ways to increase customer satisfaction * Produces goods to workplace specifications | |  | |  |  | |
| 1. Shows initiative and self-direction   *Examples of qualities and habits that the employee might exhibit include . . .*   * Prioritizes and carries out responsibilities without being told * Responds with enthusiasm and flexibility to handle tasks that need immediate attention * Reflects on any unsatisfactory outcome as an opportunity to learn * Improves personal performance by doing something different or differently * Analyzes how own actions impact the overall organization * Supports own action with sound reasoning and principles * Balances personal activities to minimize interference with work responsibilities | |  | |  |  | |
| 1. Adapts to change   *Examples of qualities and habits that the employee might exhibit include . . .*   * Shows flexibility and willingness to learn new skills for various job roles * Uses problem-solving and critical-thinking skills to cope with changing circumstances * Modifies own work behavior based on feedback, unsatisfactory outcomes, efficiency, and effectiveness * Displays a "can do" attitude | |  | |  |  | |
| 1. Demonstrates safety and security regulations and practices   *Examples of qualities and habits that the employee might exhibit include . . .*   * Follows personal safety requirements * Maintains a safe work environment * Demonstrates professional role in an emergency * Follows security procedures * Maintains confidentiality | |  | |  |  | |
| 1. Applies job-related technology, information, and media   *Examples of qualities and habits that the employee might exhibit include . . .*   * Applies technology effectively in the workplace * Assesses and evaluates information on the job * Assesses training manuals, website, and other media related to the job | |  | |  |  | |
| 1. Fulfills training or certification requirements for employment   *Examples of qualities and habits that the employee might exhibit include . . .*   * Participation in required career-related training and/or educational programs * Passing certification tests to qualify for licensure and/or certification * Participation in company training or orientation | |  | |  |  | |
| 1. Sets personal goals for improvement   *Examples of qualities and habits that the employee might exhibit include . . .*   * Setting goals that are specific and measurable * Setting work-related goals that align with the organization's mission * Identifying strategies to reach goals * Reflecting on goal progress to regularly evaluate and modify goals | |  | |  |  | |

# Competencies

Youth apprentices must complete **a total of** **13** competencies per year. **Twelve** must be from the list below. If necessary, employers can substitute up to **1** competency per year with another occupationally appropriate skill. That skill should be added to the competency list for assessment. Note that where necessary, skills can be simulated. *Note: The successful completion of Animal Fundamentals is required prior to starting this pathway.*

**Rating Scale**

3: Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2: Meets entry level criteria | Requires some supervision | Often displays this behavior

1: Needs improvement | Requires much assistance and supervision | Rarely displays this behavior

| **Competency and Rating Criteria** | **Minimum Rating of 2 for EACH**  **Check Rating** | | |
| --- | --- | --- | --- |
| **1** | **2** | **3** |
| 1. **Maintain client records**  * use veterinary practice management software * enter or update information * query data * print reports |  |  |  |
| 1. **Schedule appointments**  * answer and direct phone calls courteously * refer client for priority scheduling or urgent care when necessary * determine the time required for service * enter appointment and other required information * resolve scheduling conflicts * document scheduling changes * manage appointment reminders |  |  |  |
| 1. **Provide service to customers**  * greet customers professionally * interact with customers in a professional manner * answer basic customer questions * refer customer to worksite professional when necessary |  |  |  |
| 1. **Process financial transactions**  * accept payment for services * make change for cash payments * document payment received * explain charges to customer |  |  |  |
| 1. **Setup animal exams and procedures**  * gather equipment and supplies for procedure * ensure cleanliness of equipment and room * arrange equipment and supplies in order of use |  |  |  |
| 1. **Clean and sterilize equipment**  * clean instruments to remove all residual matter * rinse and dry instruments * label and seal instruments * sterilize equipment |  |  |  |
| 1. **Maintain diagnostic equipment**  * clean diagnostic equipment * verify equipment is operating properly * perform basic maintenance |  |  |  |
| 1. **Collect diagnostic samples**  * prepare animal for sample collection * select and prepare equipment * document consent for testing * collect sample or animal product * follow standard precautions * label specimen * prepare specimen for delivery |  |  |  |
| 1. **Run basic diagnostic tests**  * identify specimen to be tested * prepare sample * select equipment and supplies * test specimen * follow standard precautions |  |  |  |
| 1. **Support the administration of routine treatments, vaccines, and medications**  * verify the identity of the animal * verify the procedure to be performed * review the purpose and steps of the procedure * position animal for procedure as directed * perform procedural steps as directed by worksite professional * monitor animal response * clean and sterilize equipment and supplies * dispose of bio-contaminated articles * follow standard precautions |  |  |  |
| 1. **Prepare surgical suite**  * clean and disinfect surgical suite * gather sterile instruments and supplies * gather gowns, masks, gloves, and drapes * dispose of bio-contaminated articles * follow standard precautions |  |  |  |
| 1. **Prepare animal for surgery**  * verify the identity of the animal * verify the procedure to be performed * scrub the surgical site * help position the animal appropriately |  |  |  |
| 1. **Monitor animal responses to non-surgical procedures**  * monitor respirations, heart, body temperature, and mucous membranes * identify signs of distress * report distress symptoms * obtain vital signs * document observations |  |  |  |
| Competency Substitute (if you replaced a competency above, note the competency and rating) Click or tap here to enter text. |  |  |  |
| **Comments**:  Click or tap here to enter text. | | | |

# Related Instruction

Indicate which related instruction courses the youth apprentice completed:

|  |  |  |  |
| --- | --- | --- | --- |
| Course Title | Credits | | Location |
| Click or tap here to enter text. | | Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | | Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap here to enter text. | | Click or tap here to enter text. | Click or tap here to enter text. |
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|  |  |
| --- | --- |
|  | Post-Program Completion Survey  Youth Apprenticeship |

# YA Post-Program Completion survey

The [Post-Program Completion Survey](https://dwd.wisconsin.gov/apprenticeship/ya/forms-pubs.htm) form is to be provided to each student completing the Youth Apprenticeship program to capture information on the student's plans after leaving the program.  The form should be filled out during the final meeting between the student, mentor, and Local Youth Apprenticeship Coordinator, when the final checklist if filled out and signed.  Information captured on this form must be entered online using the Youth Apprenticeship Online Data Application (YODA) System.