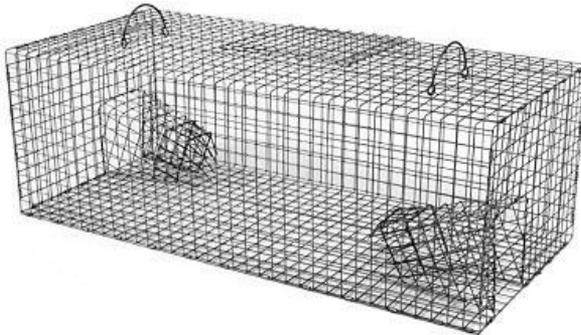
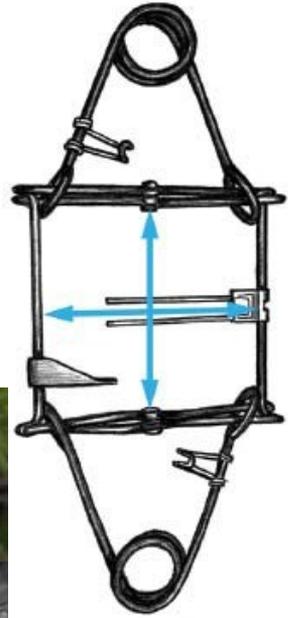
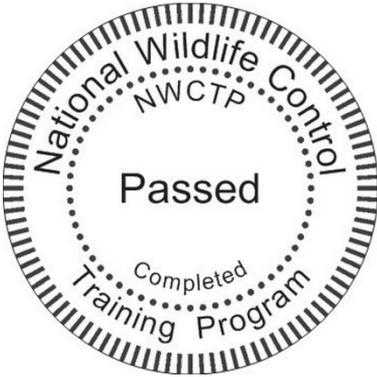


Animal Damage Control

Standards, Training Goals and Licensing Requirements



National Wildlife Control Training Program
Research-Based Wildlife Damage Management Information

National Wildlife Control Training Program

The **National Wildlife Control Training Program (NWCTP)** is a cooperative venture of concerned professionals interested in wildlife damage management. The NWCTP uses a structured curriculum and develops national standards for the wildlife control industry in collaboration with states, agencies, and stakeholders. The NWCTP presents information through an **Integrated Wildlife Damage Management (IWDM)** perspective, which includes the timely use of a variety of cost-effective, environmentally safe, and socially acceptable methods to reduce human-wildlife conflicts to a tolerable level. This approach balances concerns about safety; the humane treatment of wildlife; practicality; landowner rights; the protection of wildlife populations and habitats; and ethical, legal, financial, and aesthetic issues.

For information on Professional Wildlife Damage Management

Visit WildlifeControlTraining.com

- Proven, safe, integrated approach to resolving wildlife conflicts
- Emphasis on prevention and habitat modification
- Effective wildlife management options for urban and residential areas
- Physical safety and wildlife disease information
- High-quality online training program with printed manual
- Consistent management methods applicable across states
- Great do-it-yourself methods for protecting your property

Comprehensive information on wildlife species and methods to prevent and control wildlife damage

National Wildlife Control Training Program

**Developing Standards and Training Products for:
Wildlife Control Operators,
Pest Control Professionals,
Government Agencies.**

NWCTP.com



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Wildlife Damage Management for Wildlife Control Operators

The information in this booklet references national vertebrate pest management standards from a variety of government and private agencies. This information is for reference use only. The laws and regulations of your local, state, or provincial government supersede any of the information listed here. The standards listed here are recommendations for training professional Wildlife Control Operators. For more information on professional training programs, visit

WildlifeControlTraining.com



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WildlifeControlTraining.com

Written and reviewed by leaders in the wildlife control community, the National Wildlife Control Training Program (NWCTP) curriculum is designed to provide professional training for wildlife control operators throughout the U.S. The focus is on essential information needed to resolve human-wildlife conflicts using best practices in safe, humane, effective, and practical ways.

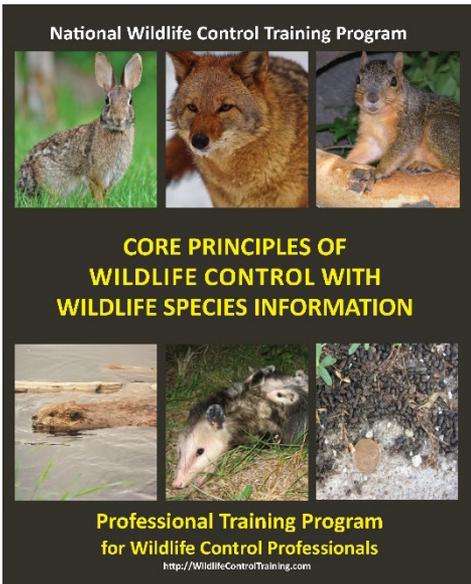
Knowledge Expectations for Wildlife Control Operators

Laws and Regulations

Wildlife Control Operators (WCOs) should be able to list the basic laws and regulations pertinent to vertebrate pest management such as state wildlife control laws, including trapping and hunting laws, the Migratory Bird Treaty Act, Endangered Species Act, and local ordinances.

A WCO must be able to describe how different laws and regulations may pertain to the control or management of specific vertebrate pests and how they influence:

- which species can be managed
- the techniques or methods used
- the considerations and safeguards needed to protect nontarget species
- humane and ethical considerations.



A WCO must know the agency or agencies that enforce laws and regulations pertinent to wildlife damage control.

WCOs must be able to find information on laws and regulations pertaining to nuisance wildlife control and wildlife damage management. Always consult the relevant authorities before capturing, removing, or excluding wildlife.

A state issued pesticide applicator license is required to use chemical controls, repellents, and toxicants in most states.

If necessary, animals must be dispatched humanely using veterinary and ethical standards and the carcasses properly disposed.

Knowledge of Wildlife Species

Be familiar with common vertebrates and understand their general biology, ecology, and management tactics.

Wildlife Damage Management for Wildlife Control Operators

Know the Threatened and Endangered species in your state:

EPA Endangered Species Protection Program Fact Sheets– <http://www.epa.gov>

Define what is a vertebrate pest or nuisance animal. Describe characteristics that make an animal a pest.

(high reproductive rate, high density, overabundance, congregating behavior, propensity for feeding on crops, propensity for damaging property, value of plants being damaged, problem behaviors, vectors or reservoirs of disease).

Identification of Wildlife and Wildlife Damage

Identify the major mammal pests in your state's agricultural crops and urban environments. (gray and red squirrels, deer, cottontail rabbits, meadow voles, Norway rats, raccoons, chipmunks, etc.)

Identify the major bird pests in your state's agricultural crops. (blackbirds, crows, Canada geese, house sparrows, house finches, jays, robins, starlings)

Describe ways in which the identity of a vertebrate pest might be confirmed. (direct observations, use of remote-triggered cameras; location and patterns of damage; look for further signs such as tracks, droppings or hair; time of day that damage occurs; tooth marks, and trapping)

List resources to assist in vertebrate pest identification. (NWCTP Training Manual, Vertebrate Pest Control Handbook, IPM Web site, Peterson bird ID book, *Managing Wildlife Damage* by NWCTP)

Animal and Crop or Environmental Associations

List the vertebrate pests most commonly associated with the following agricultural crops:

1. gardens (deer, rabbits, meadow voles, woodchucks)
2. fruit trees (house finches, robins, jays, meadow voles, raccoons, starlings, tree squirrels)
3. other forage crops (deer, meadow voles, woodchucks, rabbits)
4. grapes (starlings, house finches, robins, deer, turkeys)
5. lettuce (rabbits, voles)
6. nut trees (crows, jays, tree squirrels)



Wildlife Damage Management for Wildlife Control Operators

7. strawberries (house finches, meadow voles)
8. tomatoes (chipmunks, meadow voles)

Identify the vertebrate pest for the following problems:

1. *commonly cause problems in forestry.* (deer, beaver, porcupines, rabbits, tree squirrels)
2. *cause problems at cattle feedlots, dairies, and poultry and pork producing facilities.* (blackbirds, house mice, house sparrows, Norway rats, pigeons, starlings)
3. *are considered of significance to public health.* (bats, coyotes, deer, house mice, fox, raccoons, rats, skunks)
4. *are major pests of stored commodities and food processing facilities.* (house mice, house sparrows, pigeons, rats)
5. *know the predators responsible for major livestock losses in your state.* (coyotes, bears, dogs)



Suburban and Urban Environments

Know the mammals that often are considered problem animals. (bats, meadow voles, moles, raccoons, skunks, tree squirrels, deer, etc.)

Know the birds that are often considered problem birds.

(crows, Canada geese, pigeons, starlings, sparrows, gulls, cormorants)

Nature and Type of Pest Damage

Recognize signs and symptoms used to identify damage caused by the following vertebrate pests: List the vertebrate pests associated with the following damage symptoms:

1. girdling of trees—above ground,
2. girdling of tree roots—below ground,
3. vegetable seedling damage,
4. bud removal of fruit trees,
5. damage to ripening fruit,
6. damage to attic insulation,
7. damage to soffits,
8. damage to irrigation systems or tubing.

Wildlife Biology and Ecology

Population Dynamics

Describe how populations of vertebrate pests may be influenced by:

1. time to maturity
2. litter size
3. number of litters per year
4. cyclic population trends
5. habitat requirements
6. survival rates
7. lifespan

Describe how populations of vertebrate pests may be limited by the following external factors:

1. food sources and abundance
2. shelter
3. water
4. habitat fragmentation
5. predators/diseases



Behavioral Characteristics

Describe how the following may influence management:

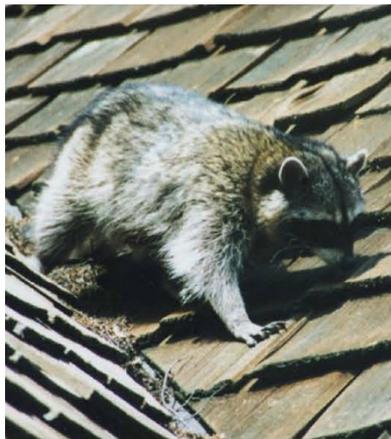
1. hibernation/estivation
2. dietary changes
3. bait shyness
4. neophobia
5. cover or shelter
6. soil moisture and composition
7. migrations
8. activity patterns (diurnal/seasonal)

Habitats

Describe the common habitats used by the following animals:

Wildlife Damage Management for Wildlife Control Operators

1. crows
2. deer
3. woodchucks
4. raccoons
5. meadow voles
6. moles
7. eastern chipmunks
8. rabbits
9. rats
10. tree squirrels.



Describe the visible differences between the burrows and mounds of the following vertebrate pests:

1. meadow voles
2. moles
3. pine voles

Describe how to distinguish between an active and inactive burrow.

Identify Disease Carriers

Identify the pest(s) most often associated with the following diseases:

1. plague (rats, mice, chipmunks),
2. histoplasmosis (bats, pigeons)
3. leptospirosis (Norway rats, house mice)
4. hantavirus (deer mice)
5. Lyme disease (deer mice and chipmunks)
6. rabies (bats, foxes, skunks, raccoons, and coyotes)
7. salmonellosis (rats and house mice)

Identify the most common methods of human exposure for each of the following diseases:

1. plague (flea bites)
2. histoplasmosis (inhalation)
3. tularemia (physical contact)
4. salmonellosis (ingestion)
5. hantavirus (inhalation)
6. Lyme disease (ticks)
7. Rabies (bites or scratches)

Wildlife Damage Management for Wildlife Control Operators

Describe the importance of ectoparasite control:

1. when carrying out chipmunk management in areas of high disease potential;
2. in association with commensal rodent management or bat exclusion;
3. when cleaning and decontaminating an area full of bird excrement.

Dealing with nuisance animals

Assessing the Problem and Determining Strategies

Describe the steps taken to assess a nuisance wildlife problem: (identify species; location of damage; survey extent, severity, type of damage; cost; and health and safety issues)

List the factors that must be considered in determining whether a management action should be taken: (pest population, management costs, efficacy of the management strategy, time of year, cost of damage and risk of future damage, season, environmental concerns, human health concerns)

Describe how the following short- and long-term solutions may differ and when each may be the best choice:

1. deer repellents vs. deer-proof fence,
2. acute toxicant vs. habitat management for meadow voles.

Describe how a combination of methods in an integrated pest management program would be used over time to manage:

1. tree squirrels,
2. meadow voles,
3. starlings,
4. Norway rats.



Describe several key management options available for the following vertebrate pests in fruit crops:

1. raccoons,
2. starlings,
3. meadow voles,
4. jays.

Environmental Management and Habitat Manipulation, Including Crop Cultural Practices

Describe how the following habitat modifications in urban situations can impact vertebrate pests:

1. food removal,
2. cleaning up rotten fruit,
3. removing bird feeders,
4. removing wood piles,
5. eliminating cover,
6. eliminating water sources,
7. eliminating bird nesting sites.



Describe the impact of the following cultural practices on vertebrate pests in crop or garden situations:

1. brush and pruning pile removal
2. irrigation methods
3. crop type and variety
4. field border sanitation
5. cover crops
6. mowing treatments
7. burrow destruction
8. crop rotation
9. cultivation
10. tree and vine row herbicide



Exclusion

Describe how the following might be used to prevent damage or pest access:

1. non-electric fencing and exclusion fencing: (deer, rabbits, woodchucks),
2. electric fencing (deer, raccoons, woodchucks),
3. tree guards (deer, rabbits, voles),
4. netting (birds),
5. wire mesh planting baskets, (moles).
6. chimney and vent guards, (birds, raccoons)
7. excluding soffits and decks. (bats, squirrels, skunks)

Wildlife Damage Management for Wildlife Control Operators

Recognize the importance of removing animals and their progeny from buildings before installing exclusion materials. Use one-way doors if you believe young are around.
(bats, raccoons, skunks, tree squirrels)

Frightening Methods

Describe how each of the following bird frightening devices or methods might best be used, alone or in combination, to temporarily protect orchard or garden crops from damage:

1. reflective tapes;
2. scare-eye balloons;
3. human effigies;
4. distress calls;
5. electronic noisemakers.



Explain how habituation may influence the effectiveness of many frightening methods.

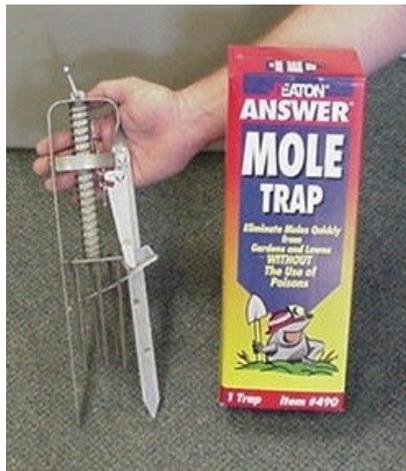
Know the methods to reduce habituation and/or increase the efficacy of frightening devices.

Trapping

List pests for which the following traps would be used:

1. cage-type live-traps (tree squirrels, rabbits, raccoons, skunks),
2. harpoon trap (moles),
3. glue boards (house mice),
4. snap traps (house mice, meadow voles, and rats).

Recognize that translocation of vertebrate pests, such as woodchucks, rabbits, raccoons, chipmunks, skunks, and especially rabies vector species, is illegal in many states.



Shooting and Hunting

Explain why shooting and hunting is usually not a recommended control method for WCOs. (Often not legal in urban areas, requires special training and hunting license, homeowners may prefer non-lethal options)

Chemical Repellents

Describe how chemical repellents deter vertebrate pests. Note that pesticide certification is usually required to use chemical repellents and toxicants anywhere but your own property. (tactile/sticky compounds make area unpleasant, by odor, by taste, combination of taste and odor)

Explain why the effectiveness of sticky type repellents may be limited. (time consuming to apply, adversely affected by temperature, dust readily adheres to them; must be reapplied periodically, difficult to remove)

Explain why chemical repellents are not an effective long-term solution for the management of deer. (Adversely affected by snow, must be reapplied periodically, less than 100% effective)

Economic Evaluations and Considerations

List the economic factors to be considered in vertebrate pest management programs. (damage assessment, damage threshold, initial cost, long term cost)

Describe how the cost can be compared with the benefit of vertebrate pest management. (the cost of a management program or solution results in the reduction or elimination of the human-wildlife conflict)

Know that benefits may have to be assessed for several years beyond the year of management action. (habitat modifications and exclusion work like fences or chimney caps provide protection from wildlife conflicts for many years)



10 Principles of Wildlife Damage Management

Principle 1 – Animals are not Pests

Animals are not considered pests until they create conflicts with humans, their habitats, and/or values.

Principle 2 – Animals create conflicts

Animals may be classified as pests when they cause:

1. Damage to food, crops, fiber, buildings, vehicles, landscapes, and other natural resources;
2. Safety issues from wildlife attacks, diseases and health issues, vehicle collisions; and
3. Conflicts associated with noise, odors, excrement, and other unwanted behaviors.



Principle 3 – Control Animal Damage

The objective of wildlife damage management is to mitigate or prevent the damage that is caused by wildlife, not to control wildlife.

Principle 4 – Use IWDM Problem Solving

Integrated Wildlife Damage Management (IWDM) includes 5 objectives:

1. Reduce damage to a tolerable level;
2. Use methods that are low risk for people, non-target animals, and the environment;
3. Implement control and habitat modifications efficiently and economically;
4. Use humane and ethical methods when capturing and disposing of wildlife; and
5. Follow all local, state, and federal laws.

Principle 5 – Understand Wildlife Conflicts

People conducting IWDM need to be knowledgeable of both the animals and the associated damage that they may cause, and be able to:

1. Identify common wildlife species;
2. Identify the damage caused by wildlife, and which species is responsible;
3. Be aware of the variation in damage in agricultural, urban, and suburban environments; and
4. Know the different problems associated with native vs. introduced wildlife.

Principle 6 – Master Wildlife Biology

People conducting IWDM need to be knowledgeable about the biology of problem wildlife so that they understand basic population dynamics, including carrying capacity and overabundance. A common species does not become overabundant until it creates conflicts with people. Knowledge of basic biology includes:

1. Litter size and time of reproduction;
2. Behavioral and seasonal characteristics;
3. Typical home range size and habitat use; and
4. Potential of animals to spread diseases.



Principle 7 – Use Multiple Control Methods

IWDM includes many methods to reduce wildlife conflicts. They are generally classified in the following categories:

1. Habitat manipulation and environmental management;
2. Exclusion;
3. Frightening methods;
4. Direct lethal control (e.g., trapping, shooting, and hunting);
5. Chemical controls (e.g., toxicants and repellents); and
6. Biological controls (e.g., guarding animals, etc.).

Principle 8 – Wildlife conflicts are here to Stay

Some wildlife species adapt to and thrive in urban and suburban environments, sometimes becoming overabundant. People performing IWDM provide a valuable service for stakeholders and the community. The taking of wildlife is legally regulated and requires the highest level of ethical responsibility.

Principle 9 – Use Humane Control Methods

Peoples' attitudes about wildlife vary greatly. Many people enjoy seeing wildlife, and most wildlife is protected by the public trust or the responsibility of government agencies. Clients' wishes should be considered when they are safe, legal, and practical. All IWDM should be performed humanely, ethically, and as transparently, but discreetly, as possible. Animal life must be respected.

Principle 10 – Become Trained and Licensed

Licensing and training standards improve the working environment of wildlife control operators by applying consistent standards of professional behavior and knowledge, both legal and practical, of wildlife control methods, as well as standards for humanely dispatching and disposing of wildlife.



National Wildlife Control Training Program



Wildlife Species Information

To manage human – wildlife conflicts efficiently, you must have good information on the species involved. Understanding the biology and habitat of the problem animal allows a trained technician to use methods effectively to control or eliminate unwanted behavior, conflict or damage, or the animal itself.

The NWCTP training manual describes common species of wildlife and methods for dealing with the damage they cause. Comprehensive, research-based profiles for WCOs can be found at WildlifeControlTraining.com. The training programs by NWCTP will help you successfully resolve human-wildlife conflicts.

The first step in effectively managing a pest is accurate identification. You must also understand its life cycle, habitat, and behavior. Identification, however, often is difficult. Many mammals are nocturnal or crepuscular and may rarely be visible during the day. Your only clue may be the damage itself.

The most practical way to identify a pest is by examining the damage site. Often, you can distinguish the damage caused by one species of animal from that of another. For example, deer tear off plant parts while rabbits clip parts off cleanly. Groundhog damage usually occurs close to its burrow. Among predators, killing and eating styles differ by species and may help you identify the culprit. Signs like tooth marks, feces, hair, and tracks also are helpful.

Mammals that are causing human-wildlife conflicts can be controlled in a number of ways. Many methods are specific to certain animals in particular situations. Usually, a combination of these methods will give you the best control. Exclusion is the gold standard for damage prevention and non-lethal intervention. If using a pesticide, be sure to read the label. It has directions for use, as well as hazards to humans, domestic animals, the environment, and how to reduce risk.

Some techniques used to manage birds are similar to those used for mammals. Birds have some unusual features, however. For example, few birds have a good sense of smell. Olfactory repellents, therefore, do not work on birds. Working with birds inevitably means working with heights. A good understanding of workable techniques will help you choose a successful control strategy.

Integrated Wildlife Damage Management

Integrated Wildlife Damage Management (IWDM) is not a single animal control method but, rather, a series of wildlife management evaluations, decisions and controls. In practicing IWDM, technicians who are aware of the potential for wildlife problems follow a four-tiered approach. The four steps include:

Set Action Thresholds

Before taking any wildlife control action, integrated wildlife damage management (IWDM) first sets an action threshold, a point at which environmental or economic conditions indicate that wildlife control action must be taken. Seeing an animal in the back yard does not always mean control is needed. The level at which wildlife will become an intolerable nuisance, safety or health problem, or become an economic threat is critical to guide future wildlife control decisions.

Monitor and Identify Problem Animals

Not all animals require control. Many wildlife are innocuous, and some are even beneficial. All IWDM programs monitor for problem animals and identify them accurately, so that appropriate control decisions can be made in conjunction with action thresholds. This monitoring and identification reduces the possibility that lethal control will be used when it is not really needed, or that the wrong kind of control method will be used.

Prevention

As a first line of pest control, IWDM programs work to manage the garden, lawn, or building space to prevent animals from becoming a threat. Exclusion and habitat modification are powerful control methods. It could mean using netting, fencing, structural building modifications or setting up a garden in a controlled space such as a yard patrolled by a dog. These control methods can be very effective.

Control

Once monitoring, identification, and action thresholds indicate that animal control is required, and preventive methods are no longer effective or available, IWDM programs then evaluate the proper control method both for effectiveness and risk. Effective, less *risky* controls should be chosen first, including exclusion, or mechanical control, such as trapping or the use of one-way doors. If further monitoring, sightings and action thresholds indicate that less risky controls are not working, then additional control methods would be employed, such as trapping and wildlife removal. Lethal controls are a last resort in many situations. Translocation of rabies vector species is illegal in most states.

Wildlife Control Operator Definitions and Licensing Information

1. “Animals” or “wildlife” shall mean free-roaming wild animals that are designated on the wildlife control operator license by the department as species that may be controlled under this chapter by a wildlife control operator. Pets or domestic animals shall not be included.



2. “Commissioner” means the commissioner of the state department of fish and wildlife or agriculture.
3. “Department” means the department of fish and wildlife.
4. “Euthanasia” means the act of humanely killing of an animal by a method that minimizes pain and suffering. Such actions conform to the most recently published Report of the American Veterinary Medical Association Panel on Euthanasia. Humane dispatch refers to humanely killing an animal when AVMA conditions cannot be met.
5. “Site of capture” means the parcel of land on which the animal was captured and which is owned or leased by the person who controlled the animal or who engaged a wildlife control operator to effect such control.
6. “Wildlife control operator” (WCO) means a person who is licensed by the appropriate regulatory agency, in most cases the state, to perform wildlife control services.
7. “Wildlife control services” means to harass, repel, evict, exclude, possess, transport, liberate, take or destroy a wild animal that is damaging property or posing a health or safety risk to persons or domestic animals. Such services

Licensing Information for Wildlife Control Operators

may include placing, setting and tending to traps or capture devices; applying pesticides, and disturbing, removing or destroying dens, lodges, burrows or nests.

Wildlife Control Operator License

1. No person shall engage in the business of providing wildlife control services for a fee unless the person is licensed by the appropriate regulatory agency.
2. A person can obtain a license from the commissioner upon meeting the requirements set forth in sections of this chapter. The commissioner may deny a license if the applicant fails to meet requirements in section 1103 of this chapter or if the applicant was convicted of any violation or criminal offense involving wildlife or cruelty to animals within the previous five years.
3. A license shall expire at midnight of January 31 and may be renewed annually.

Qualifications for a License

To obtain a wildlife control operator license, an applicant shall satisfy all of the following criteria:

1. be at least 18 years of age,
2. attend a wildlife control operator training class provided by the department pursuant to the section of this chapter;
3. pass a written examination with a score of at least 80%;
4. not be under license suspension or revocation by the department; and
5. pay a fee of \$50.00.



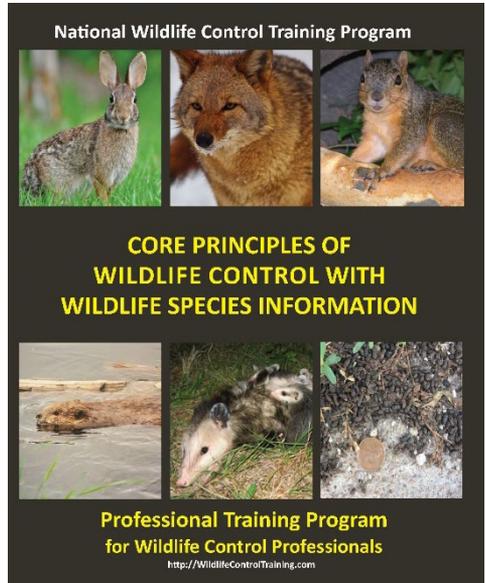
Training Course

The commissioner shall develop a training course for applicants for a wildlife control operator license. The commissioner may contract with an agency, business or organization to provide the course on behalf of the agency, however the agency shall ensure that the course meets the requirements of this section.

The training course shall be provided at departmental discretion and shall provide instruction on the following:

Licensing Information for Wildlife Control Operators

1. wildlife biology, life cycles, habits, and diseases,
2. wildlife damage identification and site evaluation,
3. integrated wildlife damage management,
4. methods of approved lethal and nonlethal resolution of common wildlife problems, including frightening devices, repellents, one-way door exclusion and other exclusion methods, habitat modification and live-trap and release,
5. handling of infant and immature wildlife and techniques to limit the possibility of orphaning,
6. humane capture, handling, and transport of wildlife,
7. techniques to prevent recurrence of problems,
8. disposition of sick or injured wildlife,
9. euthanasia and disposal of carcasses, and
10. applicable wildlife laws, rules, and policies.



Examination

1. An examination shall be developed for testing knowledge related to wildlife control services. The examination shall test the applicant on subject matter listed in the training course requirements under subsection (b) of the training section.
2. An applicant shall receive a passing grade of 80% to qualify for a license. If an applicant fails the exam, the applicant shall wait a period of time before retaking the exam. If the applicant fails a second time, the applicant shall wait a period of six months before retaking the exam.

Licensing Information for Wildlife Control Operators

General License Conditions

1. A wildlife control operator may control only animals that are designated on the license. The department shall identify the species of animals that may be controlled and specify the methods that may be used to capture each species.
2. A WCO shall abide by all state and federal laws that apply to the taking of wildlife with the exception of season dates and bag limits unless specifically authorized by the department.
3. A WCO may control only an animal that is causing actual damage to property or posing an immediate threat to health or safety to persons or domestic animals. An animal shall not be taken if the cause of the problem with the animal is brought about by provocation or harassment of the animal, improper disposal of garbage, or creation of a similar attractant. The mere presence of an animal shall not constitute a valid basis for control.
4. A WCO shall fully describe to the client the nature of the problem, the available control methods to alleviate the problem, and shall further advise the client of methods and practices that the client may employ in the future to avoid a recurrence of the problem. The wildlife control operator shall provide a written statement to the client, approved by the commissioner, regarding approved lethal and nonlethal options. A wildlife control operator shall employ or recommend exclusionary means in preference to lethal means for the control of problem animals. Lethal control should be used only when public safety is immediately threatened or when nonlethal control methods have been employed to address the specific problem at the site and have proven unsuccessful.
5. Prior to undertaking any control measures, the WCO shall provide to the client, in writing, the conditions that constitute a mutually agreed upon solution and an estimate of the fee to be charged. If lethal control is to be used, including live capture and euthanasia, the wildlife control operator shall provide notice to the client, in writing, and the client shall sign a statement consenting to the use of lethal control.
6. Wildlife, or parts thereof, shall not be sold, traded, given to another, or retained for any purpose.

Licensing Information for Wildlife Control Operators

7. A WCO shall obtain adequate liability insurance.

Capture, Handling, and Transport of Wildlife

1. All traps shall be checked at least once every 24 hours. If a WCO is notified that an animal is caught in a trap, the WCO shall attend to the trap in a timely and reasonable manner to humanely care for the animal.



2. Wildlife shall be captured and handled in an expeditious and careful manner to ensure no unnecessary discomfort, behavioral stress, or physical harm is experienced by the animal.
3. Notwithstanding subsection (d) of this section, captured wildlife shall be released at the site of capture; released at a suitable location where nuisance problems are unlikely to occur; transferred to a wildlife rehabilitator if the animal is sick, injured or abandoned; or euthanized. Release at site of capture shall be preferable to any other option. Wildlife shall not be possessed in captivity longer than 12 hours unless specifically authorized by the department.
4. A WCO shall make a reasonable effort to reunite dependent young with their mother. Captured wildlife may be held in captivity for up to 72 hours when

Licensing Information for Wildlife Control Operators

reunion attempts are employed. A WCO shall not knowingly abandon dependent young in a structure.

5. Captured non-target wildlife that are neither causing actual damage or an immediate threat to the health or safety of persons or domestic animals shall be released immediately at the site of capture.
6. Wildlife shall be transported in a secure manner that does not jeopardize the life, health, or behavioral well-being of the animal.

Euthanasia of Wildlife

1. A WCO shall kill animals only by methods that conform to the most recently published Report of the American Veterinary Medical Association Panel on Euthanasia.
2. While circumstances may influence the methods available to the WCO, the method used shall be the least stressful, quickest, and most painless to the animal available.
3. Failure to abide by the approved methods of euthanasia may result in suspension or revocation of the WCO license, prosecution under the animal cruelty statute, or both.
4. Carcasses must be disposed of legally, in accordance with local laws, and without spreading disease and contamination.

Service Records and Annual Reports

1. A WCO shall maintain records of all wildlife control services documenting the following information at each service call:
 - a. complainant's name, address and phone number;
 - b. date(s) of service;
 - c. nature of the complaint;
 - d. methods employed to alleviate problem;
 - e. number and species of all animals handled; and



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- f. disposition of all animals, including method of euthanasia, location of release site, or name, address and phone number of wildlife rehabilitator who receives an animal.

On or before January 1 of each year, a WCO shall submit copies of service records required under subsection (a) of this section and an accurate summary of activities of the preceding calendar year on forms provided by the department. The summary shall contain the following information:

1. total number of complaints received;
2. total number of complaints serviced;
3. name, phone number, and address of WCO;
4. number and kinds of animals liberated at site of capture or relocated;
5. number and kinds of animals transferred to a wildlife rehabilitator;
6. number and kinds of animals euthanized and method of euthanasia employed.

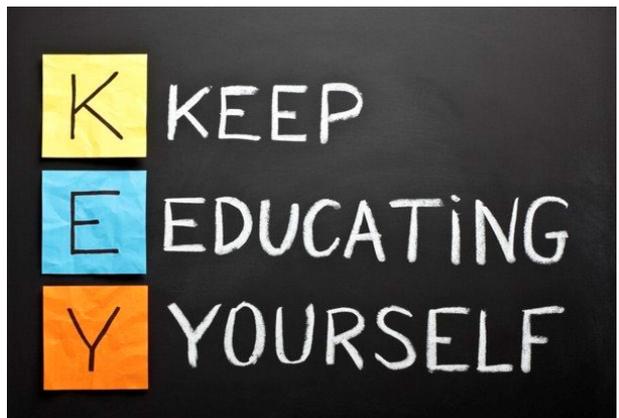
All WCO records shall be available for inspection by the commissioner or his or her designee at any reasonable time.

Failure to keep records in compliance with subsection (a) of this section, to submit an annual summary report or to permit a department representative to inspect records may result in suspension or revocation of the WCO license.

The department shall keep records of all WCO service records and summary reports and shall compile the information in an annual report each year no later than June 1.

Continuing Wildlife Education Course, Re-certification

The Commissioner shall develop a continuing wildlife control education course each year for licensed WCOs. The Commissioner may contract with an agency, business or organization to provide the course on behalf of the agency, however the agency shall ensure that the course meets the



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requirements of this section. The course shall provide updated information on the subject matter listed in subsection (b) of section 1104 of this chapter. The continuing wildlife control education course shall be available to WCOs at least once a year.

A WCO shall successfully complete a recertification training course at least once during the 36 months immediately following the successful completion of the core training examination.

Recertification training may include the continuing wildlife control education course provided by the department or an alternate course previously approved by the state licensing agency.



Suspension or Revocation of License

1. A WCO license may be suspended or revoked if the applicant:
 - a. violates the provisions of this chapter or the conditions of the license,
 - b. engages in fraudulent business practices in violation of the public trust,
 - c. is the subject of three valid complaints during a 12 month period,
 - d. is convicted of a wildlife-related violation or misdemeanor, or
 - e. is convicted of misdemeanor animal cruelty.
2. A WCO license shall be revoked if the applicant:
 - a. is convicted of a wildlife-related felony, or
 - b. is convicted of an animal cruelty felony.

Complaints

The department shall keep a record of any written or verbal complaint lodged against a WCO and shall document action taken by the department in response to the complaint and the resolution of the complaint.

National Wildlife Control Training Program

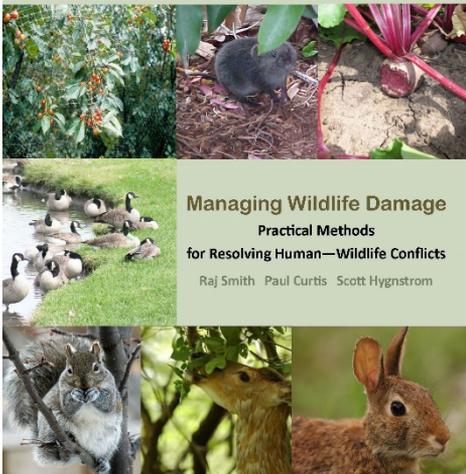
With rapid growth in the wildlife damage management industry, customers, states, and provinces, need professional training standards and requirements for Wildlife Control Operators (WCOs) wildlife technicians and conservation management.

Core Principles of Wildlife Control with Wildlife Species Information describes the fundamental skills and knowledge base needed to become a WCO along with the species information needed to identify and control problem wildlife. Included in the training manual is valuable, comprehensive, species information providing in-depth coverage of the biology, damage management, common control methods, and animal handling techniques used to manage dozens of common wildlife species.

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The authors and collaborators welcome your feedback and invite you to participate in making this guide a better product for wildlife control professionals. If you are interested in helping create a better training program or need us to create one for you.

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\$200 for the online course

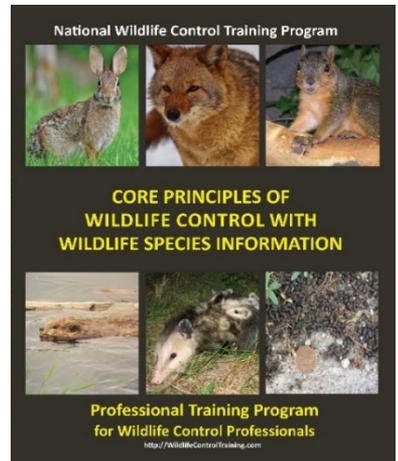
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- 12 modules on the core principles of wildlife damage management
- Procedures for safe, legal, socially acceptable, and effective integrated wildlife management for common wildlife species
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