

## The Provisional Upgrade Process

After a minimum of one year as a Provisional Wildlife Rehabilitator (PWR), a Wildlife Rehabilitation sponsor may determine that the PWR has completed the minimum requirements of the Learning Plan (LP) as well as demonstrated adequate knowledge of, skill with and experience with rehabilitation activities to be able to rehabilitate wildlife without the sponsor's supervision. At that time, the sponsor and PWR initiate the upgrade process. The following describes the steps, roles, and criteria being considered.

### Process

- The sponsor and PWR thoroughly document the learning and accomplishments using the Request for Provisional Upgrade Form. They then submit the Request for Provisional Upgrade documentation accompanied by the initial Learning Plan, Learning Plan status reports (previously submitted with annual rehab records in January), and their annual Wildlife Rehabilitation records Special Licensing.
- The sponsor also reviews the PWR's facility and caging to ensure that the PWR has the complete caging for all ages and conditions of the species to be rehabilitated.
- Special Licensing and the PWR's District Wildlife Manager (DWM) review the complete documentation according to the basic requirements (Learning Plan, Learning Plan status reports if appropriate, minimum 1 year as a PWR, annual wildlife rehabilitation records, completed Request for Provisional Upgrade from the Sponsor, etc.).
- If the basic requirements are not met, Special Licensing will so inform the PWR so that he/she can meet the requirements and resubmit the documentation.
- If the basic requirements are met, the PWR's DWM schedules an interview with the PWR at the PWR's rehabilitation facility during which the sponsor must be present.
- The DWM inspects the rehabilitation facility with the sponsor in attendance. The DWM conducts an interview with the PWR. Examples of the interview content follow.
- The DWM reports his/her assessment of the interview and Request for Provisional Upgrade to his/her Area and Regional Wildlife Managers for review and approval.
- Special Licensing sends written notification of the approval or denial to the PWR and sponsor, and new upgraded license as authorized.

### Content of the interview

The upgrade interview questions cover general wildlife rehabilitation topics covered in the Learning Plan and required by regulation. The *Colorado Rehab Study Guide* includes a valuable list of common questions that PWR's should be able to answer.

The PWR should have knowledge to answer most of these basic questions related to everyday rehabilitation activities – as well as the familiarity and ability to quickly use

references onsite for others. Questions will include specific information about the species the PWR rehabilitates, and experiences that demonstrate that the PWR is prepared to be able to rehabilitate without the sponsor's frequent oversight and supervision.

The interview questions are answered by the PWR, not the sponsor. The PWR should not have to ask the sponsor the answer to the questions – and the sponsor should not provide the answers. The topics include:

- Rehabilitation regulations
- Wildlife natural history and behavior of species the applicant is rehabilitating
- Techniques to humanely prevent or reduce human-wildlife conflicts
- Safe capture and handling
- Diet, nutrition and feeding methods for the wildlife species that you rehabilitate
- Identification and general assessment of basic health problems
- Facilities, appropriate caging, and habitat needs
- Wildlife parasites and diseases, including zoonoses
- Survival skills for wildlife
- Euthanasia, necropsy and disposal
- Release criteria, considerations, and preparation
- Public contact (phone calls, getting information to and from the public, etc.)
- Recordkeeping
- PWR's experience rehabilitating wildlife
- Other questions as determined by CPW