



ACADEMY



INTRODUCTION TO EAZA EX-SITU PROGRAMME MANAGEMENT

Mandatory
for EEP
coordinators

 Feb, Jun, Nov

 EEO, Amsterdam

 3.5 days

 English

 To be determined

 EEP coordinators + vice-coordinators

 In-person + self-paced pre-course exercises

This course enables those coordinating the EEPs (EAZA Ex situ Programmes) and keepers of the ESBs (European Studbooks) to gain a deeper understanding of the genetics and demographics of breeding programmes. It will give an in-depth introduction into the use of globally used studbook software (ZIMS for Studbooks) and a first view of the software designed to support the management of breeding programmes to ensure appropriate records are kept and demographic and genetic diversity managed (PMx). The skills and understanding learnt on this course will enable greater confidence and ability in appropriate decision making when managing breeding programmes to help conserve species.

Learning Outcomes:

- Gain familiarity with the diversity of EEPs and their contributions to conservation
- Understand the standards, procedures and guidelines for population management within EAZA and where to find them
- Be aware of the practical aspects of running a programme
- Learn the importance of maintaining genetic diversity and minimizing inbreeding
- Understand how to plan for future demographic challenges.
- Become effective in using ZIMS for Studbooks as a database for population management
- Acquire knowledge in using PMx for developing breeding and transfer recommendations

Level: Intermediate. Suitable for professionals with prior experience in coordinating the EEPs (EAZA Ex situ Programmes) and keepers of the ESBs (European Studbooks).

Entry requirements: Open to EEP and ESB coordinators, vice-coordinators or professionals supporting breeding programme management, with basic familiarity with ZIMS for studbooks.

Study load: Approximately 28 hours total (3.5 days of in-person sessions plus preparatory self-paced online exercises).

Materials: Digital course materials, handouts, and exercise files provided; no additional purchases required.

Exemption policy: Exemptions from specific components may be granted at the discretion of the organisers.

Assessment: Participants must complete the ZIMS for Studbooks online course before attending. Continuous evaluation based on participation and completion of exercises; no formal examination.

Certificate: EAZA Academy Certificate of Completion, recognised within EAZA's professional development framework.

Registration:

Please contact academy@eaza.net to be added to the waiting list for future editions of the course.



Please note: EEP coordinators and studbook keepers have priority access for this course.

EXHIBIT DESIGN AND PLANNING

OPEN TO ALL

 Feb 2026, 2028, 2030

 EEO, Amsterdam

 2 days

 English

 To be determined

 In-person

 Directors, curators, project managers, architects, educators

Course Overview: Creating Successful Exhibits

Creating successful exhibits is a complex process, often made more challenging by the need to integrate demands from various stakeholders such as finance, animals, keepers, educators, and visitors. By the end of this course, participants will have thorough understanding of what makes an exhibit appropriate for animals, attractive for visitors, and convenient for keepers, whilst managing the various demands related to aspects of exhibit planning. This course will inform you about exhibit design principles and give you a chance to practice some exhibit planning and modification.

Learning Outcomes:

- Assess the needs of different user groups in a zoo or aquarium.
- Discuss technical terms related to planning and the theoretical foundations for making design decisions.
- Explore a variety of design options for zoos and aquariums.
- Understand the implications of design decisions, allowing for better evaluation of the complexity of design tasks and the quality of design outcomes.
- Identify ideas that can be applied to your own zoo or aquarium.

Level: Intermediate – designed for zoo and aquarium professionals involved in exhibit planning, renovation or design who wish to strengthen their understanding of functional, welfare-oriented and visitor-focused exhibit principles.

Entry requirements: Open to directors, curators, project managers, architects, educators and other professionals engaged in zoo or aquarium design processes.

Study load: Approximately 16 hours total (2 days of in-person sessions).

Materials: Digital course materials, design references and case studies provided; no additional purchases required.

Exemption policy: Exemptions from specific components may be granted at the discretion of the organisers.

Assessment: Continuous evaluation through participation and group exercises; no formal examination.

Certificate: EAZA Academy Certificate of Completion, recognised within EAZA's professional development framework.

Registration:

Please contact academy@eaza.net to be added to the waiting list for future editions of the course.

ANIMAL WILDLIFE ASSESSMENTS

Once a year

4 days

To be determined

Keepers, curators, veterinarians and anyone interested in welfare

In-person

English

Hosted by a Full Member

CANDIDATES FOR MEMBERSHIP

Support may be available to host this training.



Animal welfare assessments are rapidly becoming an essential tool used by zoos and aquariums to understand and improve animals' welfare. The course is designed to provide participants with both the knowledge and skills to apply animal welfare best-practice within their own institutions; aiming to develop a holistic approach to continued animal welfare improvement. Developed for all staff involved in the animal management industry, participants will practice data collection techniques including behavioural observations and measuring environmental parameters. Participants will also learn how to analyse and interpret their data, problem solve and prioritise actions.

Learning Outcomes:

- Understand animal welfare as a scientific discipline.
- Identify the factors affecting animal welfare and recognise their impact on the lives of animals in your care.
- Identify and address the needs and motivations of animals.
- Confidently and competently conduct an animal welfare assessment and develop solutions to improve the welfare.

Level: Intermediate-Advanced – suitable for professionals working in zoos and aquariums who are involved in animal welfare assessment, management, or behavioural observation.

Entry requirements: Open to keepers, curators, veterinarians, and other staff with prior experience in animal care or welfare monitoring.

Study load: Approximately 32 hours total (4 days of in-person training).

Materials: Digital course materials and data collection tools provided; no additional purchases required.

Exemption policy: Exemptions from specific components may be granted at the discretion of the organisers.

Assessment: Practical assessment through participation in exercises and data collection activities; no formal exam.

Certificate: EAZA Academy Certificate of Completion, recognised within EAZA's professional development framework.

This workshop is delivered in English, but can be offered with consecutive translation into another language if required and arranged in advance.

This course can be organised in person as a closed workshop (just for staff at your zoo/aquarium) or an open workshop where anyone can register.



Registration: Please contact academy@eaza.net to be added to the waiting list for future editions of the course.



INTRODUCTION TO ANIMAL WILFRE ASSESSMENTS

MEMBERS ONLY

Self-paced online modules

FREE for EAZA Members

English

~ 4 hours

Zoo/Aquarium staff / Anyone interested in the topic



Animal welfare assessments are rapidly becoming an essential tool used by zoos and aquariums to understand and improve animals' welfare. They can be used to recognise both where animal welfare is high and where animal welfare needs to be improved. Correctly designed and conducted, animal welfare assessments can be a powerful tool used by animal management professionals, to support and inform decision making to promote positive animal welfare. This course has been developed by the European Association of Zoos and Aquaria (EAZA) and aligns with the European Professional Zookeepers Qualification Framework (EPZQE) - 2.10.3 Animal Welfare Assessments - to support professional development of those working in zoos and aquariums. This course will give you an introduction to the fundamentals of animal welfare assessments within zoological institutions.

The aim of this e-course is to provide participants with introductory knowledge and practical understanding of:

- Theoretical understanding of animal welfare assessments
- Developing and conducting animal welfare assessments

Learning Outcomes:

- Explain what animal welfare assessments are
- Summarise why animal welfare assessments are important
- Conduct an animal welfare assessment
- Identify areas requiring welfare intervention and apply

Level: Introductory – designed for zoo and aquarium professionals, students, and volunteers who are new to the topic of animal welfare assessment.

Entry requirements: Open to EAZA Members and volunteers; no prior experience in animal welfare or behavioural monitoring is required.

Study load: Approximately 4 hours of self-paced online learning.

Materials: All course materials are provided digitally within the e-learning platform; no additional purchases are required.

Exemption policy: Exemptions from specific components may be granted at the discretion of the organisers.

Assessment: Participants complete interactive modules and short knowledge checks to receive their certificate.

Certificate: EAZA Academy e-learning Certificate of Completion, recognised within EAZA's professional development framework.

Registration:

Registration is currently open to staff, students, and volunteers working for an EAZA Member. Please contact academy@eaza.net to request access, mentioning which institution you work or volunteer for.



The course materials are currently available in English. If you would like to translate them into another language to increase accessibility, then please contact academy@eaza.net.

ZIMS FOR STUDBOOKS ONLINE COURSE

 Self-paced online modules

 FREE for EAZA Members

 English

 ~ 10/12 hours

 ESB, ISB, EEP coordinators

MEMBERS ONLY

This course enables those coordinating the EEPs (EAZA Ex situ Programmes) and keepers of ISBs (International Studbooks) and ESBs (European Studbooks) to gain the skills required to manage their studbooks within the ZIMS for Studbooks module.

Learning Outcomes:

- Get started with a newly migrated or created studbook
- Use the ZIMS for Studbooks dashboard to manage updates
- Manage records with incomplete data
- Resolve data quality errors in your studbook
- Use the different tools and report functions
- Export your studbook data for PMx

Level: Introductory – designed for professionals who are new to managing studbooks or wish to refresh their knowledge of the ZIMS for Studbooks platform.

Entry requirements: Open to EEP and ESB coordinators, studbook keepers, and other staff involved in ex situ population management at EAZA Member institutions or approved partners.

Study load: Approximately 10–12 hours of self-paced online learning.

Materials: All course materials and exercises are provided digitally within the e-learning platform; no additional purchases required.

Exemption policy: Exemptions from specific components may be granted at the discretion of the organisers.

Assessment: Participants complete interactive tasks and knowledge checks to demonstrate understanding of ZIMS tools and workflows.

Certificate: EAZA Academy e-learning Certificate of Completion, recognised within EAZA's professional development framework and required prior to attending the Introduction to EEP Management course.

Registration:

Please contact iva.martincova@eaza.net to request access to this course. Registration is currently open to those working at EAZA Member institutions and selected others with ex-situ population management roles.



Completing the course is a pre-requisite for anyone planning to take the in-person Introduction to EEP Management course.

Batrachochytrium salamandrivorans online course

OPEN TO ALL

 Self-paced online modules

 FREE

 English

 ~ 7 hours

 Zoo staff / Anyone interested in the topic

The chytrid fungus *Batrachochytrium salamandrivorans* (Bsal) originates from Asia. Here the fungus and its caudate hosts live in co-existence. However, due to insufficient biosecurity and the international trade in amphibians, the fungus has spread to Europe. Here it threatens the survival of several salamander and newt species. This course provides information on this fungus with regard to its epidemiology, the veterinary aspects, prevention and in-situ and ex-situ conservation challenges.

The aim of this e-course is to provide participants with knowledge and practical understanding of:

- ***Batrachochytrium salamandrivorans (Bsal)*:** its origin, distribution, risk for biodiversity and mitigation actions
- **Veterinary measures:** how to recognize Bsal in the lab and in the field and how to treat and prevent it
- **Ex situ conservation:** when and how to initiate ex-situ conservation, information on husbandry and case studies on ex situ management for species threatened by amphibian chytrids are provided
- **Call to Action:** how to make conservation management decisions with uncertainties, and which research questions can and should be addressed urgently?

Level: Introductory-Intermediate – designed for zoo and aquarium professionals, students, and others interested in amphibian health, biosecurity, and disease management.

Entry requirements: Open to all; basic understanding of amphibian husbandry or conservation is helpful but not required.

Study load: Approximately 7 hours of self-paced online learning.

Materials: All materials are provided digitally within the e-learning platform; no additional purchases required.

Exemption policy: Exemptions from specific components may be granted at the discretion of the organisers.

Assessment: Participants complete interactive modules to confirm learning progress.

Certificate: EAZA Academy e-learning Certificate of Completion, recognised within EAZA's professional development framework.



This course was funded by:



The course materials are currently available in English. If you would like to translate them into another language to increase accessibility, then please contact bsal@eaza.net.

Registration: Please contact academy@eaza.net to request access to this course.

REPRODUCTIVE MANAGEMENT

 Self-paced online modules

 English 

OPEN TO ALL

 Professionals responsible for animal management in and ex situ

 FREE

This online course will provide an overview of what reproductive management is and how it may be brought into management and veterinary decisions to improve the sustainability of in and ex situ animal management. At the end of the course, participants will understand how to practically apply reproductive management to the individuals and populations they manage.

Learning outcomes:

- **Reproductive biology:** demonstrate an understanding of reproductive biology including reproductive physiology, the role of stress in reproduction and reproductive systems in a range of species.
- **Sustainable reproductive management:** describe and discuss sustainable reproductive management practices in regard to managing reproductive health, maintaining reproductive potential, and the challenges and benefits of contraception.
- **Reproductive assessments:** understand the role and importance of non-invasive reproductive monitoring and reproductive assessments, and how these can be used.
- **Assisted reproductive techniques (ARTs) and cryopreservation:** compare assisted reproductive techniques (ARTs) and be able to critically discuss the application of ARTs and cryopreservation.
- **Reproductive management in the field:** understand the complexities involved in in situ fertility control, including product development and welfare, ecological, and cost considerations

Level: Intermediate – suitable for zoo and aquarium professionals, veterinarians, and researchers involved in reproductive management or population sustainability.

Entry requirements: Participants should have prior experience or training related to animal management, reproduction, or veterinary care; open to professionals and students in related disciplines. Participants should be affiliated with a zoological, academic, or research institution.

Study load: Approximately 8–10 hours of self-paced online learning.

Materials: All course materials, including readings, presentations, and subtitles, are provided digitally within the e-learning platform. No additional purchases required.

Exemption policy: Exemptions from specific course components may be granted at the discretion of the organisers.

Assessment: Learning progress is evaluated through interactive activities.

Certificate: EAZA Academy e-learning Certificate of Completion, recognised within EAZA's professional development framework.

Registration: Please fill in this [form](#). If you encounter any problems, please contact contraception@chesterzoo.org.

This course was funded by:



Video subtitles are available in Czech, French, German, Italian, Spanish, Polish, Portuguese.

European Professional Zookeeper Qualification Framework (EPZQF)

 Self-paced online modules

 FREE

OPEN TO ALL

 English

 Zookeepers and prospective keepers

Zookeeper training opportunities vary greatly across Europe. While some countries have standardised formal qualifications, resources and standardised training opportunities are lacking in many other countries. This has resulted in a clear skills gap in professional zookeeping in many European countries.

The goal of the EPZQF project is to develop a European Professional Zookeeper Qualification Framework identifying the key competencies required to be a professional zookeeper working in an EU zoo, and to design several training modules to help staff reach the expected competency levels.

There are three online learning modules that were created by the project partners:

Level: Introductory-Intermediate – designed for current and aspiring zookeepers seeking to develop professional competencies aligned with the European Professional Zookeeper Qualification Framework.

Entry requirements: Open to zoo and aquarium staff, students, and volunteers interested in animal care and husbandry. No prior qualifications required.

Study load: Approximately 8-10 hours of self-paced online learning across three modules.

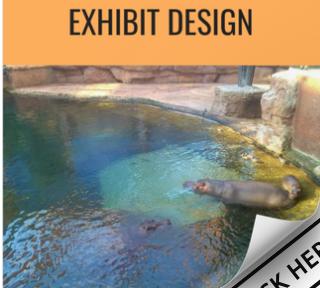
Materials: All course materials are provided digitally within the e-learning platform; no additional purchases required.

Exemption policy: Exemptions from specific modules may be granted at the discretion of the organisers.

Assessment: Participants complete interactive activities and short quizzes to demonstrate understanding of the key competencies.

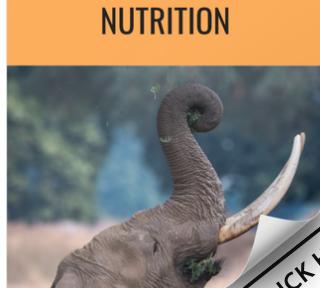
Certificate: EAZA Academy e-learning Certificate of Completion, recognised within EAZA's professional development framework and aligned with the European Professional Zookeeper Qualification Framework.

EXHIBIT DESIGN



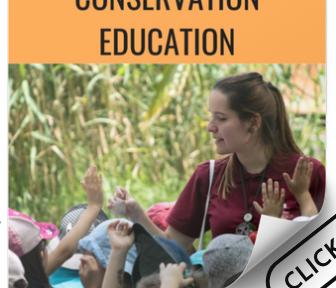
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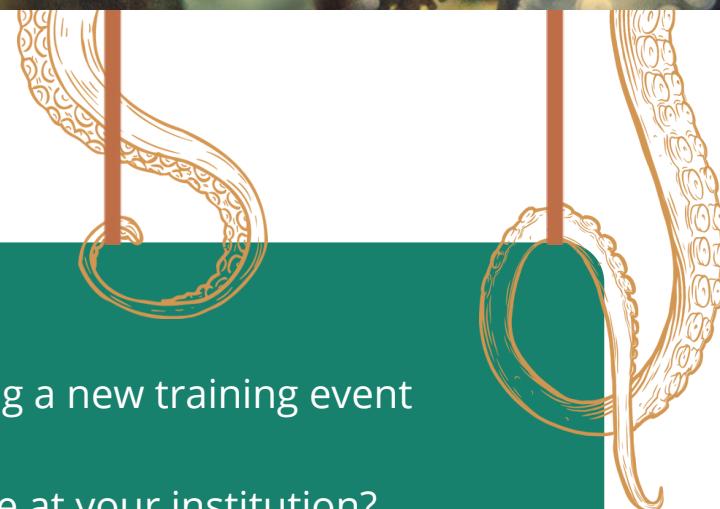


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CONSERVATION EDUCATION



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Are you interested in proposing a new training event
Would like to be a tutor?
Would you like to host a course at your institution?

Contact academy@eaza.net