



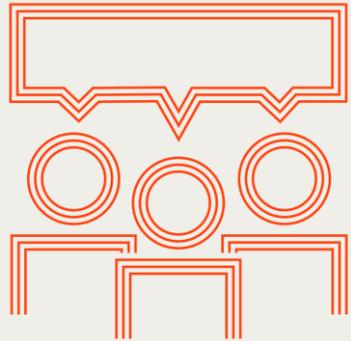
WOAH Workforce Development Programme & Support for Members

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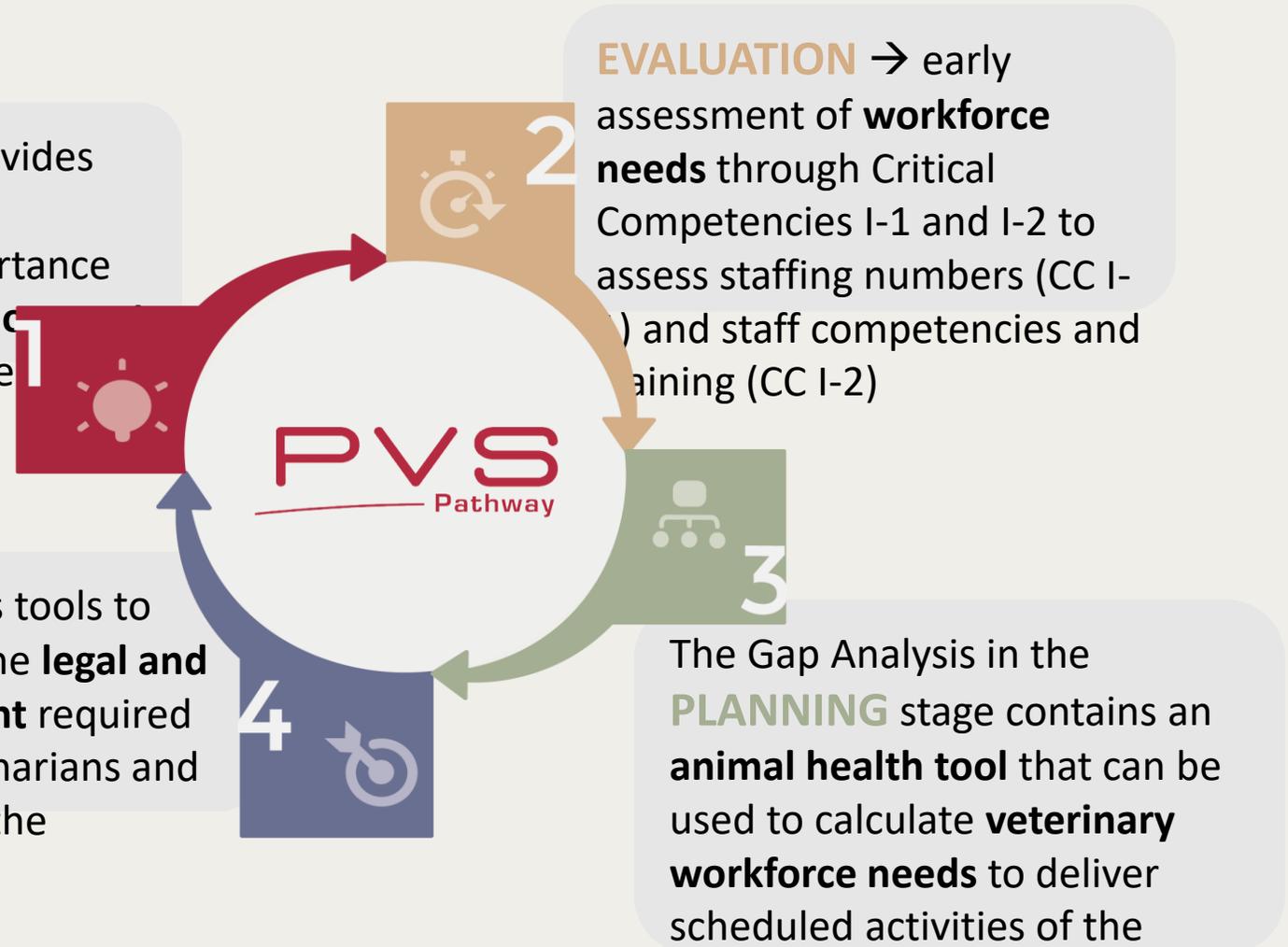


Veterinary workforce development within the PVS Pathway



ORIENTATION provides the opportunity to introduce the importance of **Workforce Development** in the context of the PVS Pathway

TARGETED SUPPORT provides tools to help characterise and support the **legal and regulatory enabling environment** required for effective utilisation of veterinarians and veterinary paraprofessionals in the veterinary **workforce**.



EVALUATION → early assessment of **workforce needs** through Critical Competencies I-1 and I-2 to assess staffing numbers (CC I-1) and staff competencies and training (CC I-2)

The Gap Analysis in the **PLANNING** stage contains an **animal health tool** that can be used to calculate **veterinary workforce needs** to deliver scheduled activities of the National Veterinary Services such as vaccination campaigns



2. EVALUATION WORKFORCE ASSESSMENT

Pvs Evaluation Mission	PVS Evaluation follow up mission
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3. PLANNING WORKFORCE ASSESSMENT AND PLANNING

Gap Analysis	National workshop on workforce development	Workforce assessment tool (in development)
Strategic planning workshop		

4. TARGETED SUPPORT ENABLING THE DEVELOPMENT OF AN EFFECTIVE WORKFORCE

LEGISLATION Veterinary Legislation Support Programme	REGULATION Veterinary Statutory Body (VSB)	EDUCATION Competency and Curricula Guidelines for Vets, VPPs, and CAHWs (in development)
VLSP Identification mission	VSB Twinning	Veterinary Educational Establishment (VEE) Twinning Programme
VLSP Agreement	VSB Support mission (in development – pilot in Georgia in VLSP agreement)	VPP Curriculum support mission (pilot mission Georgia)

National workshop on workforce development

WHO

Stakeholders from private and public sectors

WHY

Raise awareness of assessment and planning of veterinary workforce

Understand existing efforts and country level

Identify national workforce development priorities

WHAT

2/3 day workshop

Pre-workshop survey on enabling environment for vets and VPPs

Interactive group work on national context, priorities, training and deployment of VPPs

Learning about WOAH tools and services and identifying way forward





Workforce assessment tool

WHO

Competent
Authorities
Stakeholders

WHY

Support
countries to
identify gaps
in the
veterinary
workforce

WHAT

The tool will help identify:

the numbers of
personnel
needed and their
roles and job
descriptions

where they are
needed,
geographically,
administratively
and functionally

the services they
should provide
coherently with
their roles and
country needs





VSB support mission

In development

WHO

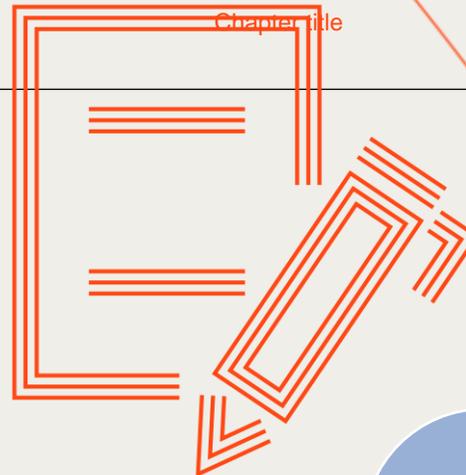
Veterinary
Statutory
Bodies

WHY

Alternative
to VSB
Twinning

WHAT

Individual VSB
experts will
engage with
Members
desiring VSB
support to help
inception of new
VSB or upgrade
of existing VSBs





VPP curriculum support mission (*pilot stage*)

WHO

CA
EE
VSB
STAKEHOLDERS

WHY

Promote curriculum review by VPP training institutions and strengthening of existing curricula
Promote competency-based training of VPPs based on curricula linked to required competencies

WHAT

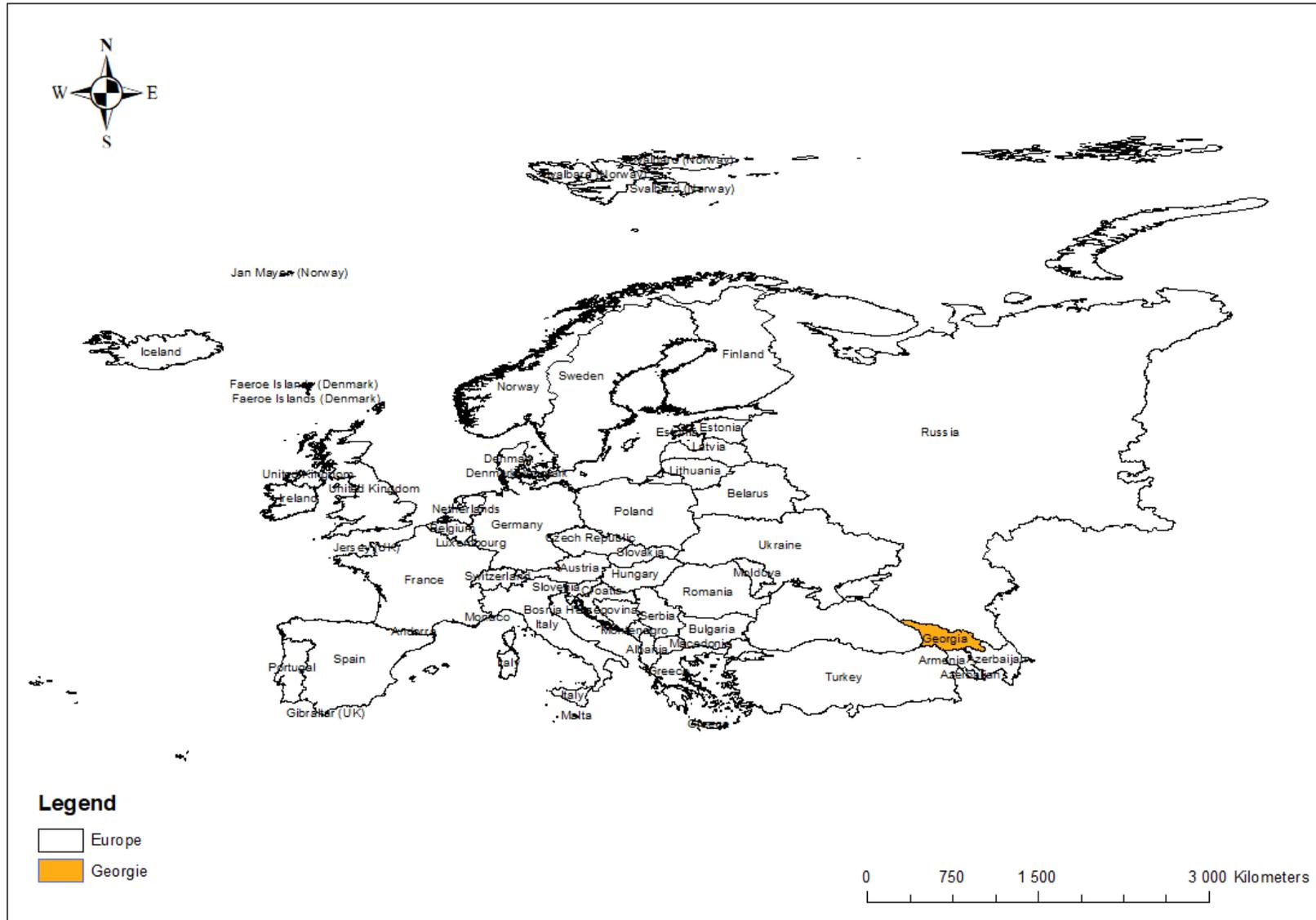
Initial field visits and interviews with VPPs
1-week workshop to review national VPP curricula
1 week follow-up visits to collaborate with training institutions to update curricula



Review VPP tasks and prerogatives

Training in using the WOAHP VPP competency and curricula guidelines

Review of national VPP curricula using WOAHP guidelines



19 – 30
September 2022



Week 1: One week in field visiting training institutions with observation of teaching, interviews of trainers and students and visits to VPP employers with interviews of recent graduates and their employers

Purpose of interviews was to determine preparedness of graduates to meet expectations of employers based on the training that they had received.

Field data was analysed for presentation to Georgian stakeholders during the workshop

Week 2: In second week, staff of three VPP training institutions convened in Tbilisi with WOA staff to review their VPP curriculum against the WOA VPP Curricula Guidelines using the WOA Curriculum Alignment Matrix (CAM) Tool.

Gaps were identified in animal health, veterinary public health and laboratory tracks.

Participants appreciated the value of the alignment exercise, recognized the need to add additional content to their curriculum relative to the concerns of WOA.

They developed a Country Curriculum Workplan and expressed their interest for further support from WOA on curriculum development.



National workshop on public private partnerships

WHO

Stakeholders from private and public sectors

WHY

Raise awareness of assessment and planning of veterinary workforce
Understand existing efforts and country level
Identify national workforce development priorities

WHAT

2/3 day workshop
Pre-workshop survey on enabling environment for vets and VPPs
Interactive group work on national context, priorities, training and deployment of VPPs
Learning about WOAH tools and services and identifying way forward





**CONTINENTAL CONFERENCE ON
THE ROLE OF VETERINARY
PARA-PROFESSIONALS IN
AFRICA**

13.10.2015 - 15.10.2015 / Pretoria, South Africa



**Recommendations for
WOAH**

1. To continue to support the OIE Members involved in the OIE PVS Pathway for the implementation of the recommendations made through the OIE PVS missions ; ✓ Ongoing
2. To continue to advocate that donors allocate funds for the continuation of the PVS Pathway in a long-term sustainable framework; ✓ Ongoing
3. To consider developing minimum day-one competences for the various categories of para-professionals that exist, in scope and in level of qualification; ✓ Published
4. To consider developing minimum core training curricula for the various categories of paraprofessionals that exist, in scope and in level of qualification ✓ Published



**CONTINENTAL CONFERENCE ON
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5. To encourage the participation of representatives of national, regional and continental associations of veterinary para-professionals to participate in the fourth OIE Global Conference on Veterinary Education, to be held in Thailand in June 2016;

✓ Ongoing

6. To take appropriate steps in terms of monitoring progress made in the implementation of these recommendations;

✓ Ongoing

7. To reconvene as appropriate, regular regional fora on the role of Veterinarians and Veterinary Para-Professionals in Africa where progress made will be assessed and further recommendations made towards the achievement of the goals of this initiative.

✓ Sub-regional workshop 2022

Recommendations for WOAHS



1 To address the shortcomings highlighted in PVS pathway mission reports, in particular the critical competencies related to human resources, particularly to veterinarians and veterinary para-professionals;

Recommendations for Veterinary Authorities

2. To facilitate and, where possible, harmonise the legislative framework for the establishment and management of Veterinary Statutory Bodies...

3. To support the veterinary para-professionals to establish independent national, regional and/or sector-wide associations, able and competent to represent the profession(s) in the Veterinary Statutory Body or Bodies;



4. To take into account their expectation that the National Veterinary Statutory Body will include veterinary para-professionals in their decision making bodies...

5. To take into account their expectation that the National Veterinary Statutory Body will define conditions and admission criteria for continuing education and postgraduate education for veterinary para-professionals;

6. To mobilize Veterinary Educational Establishments and Veterinary Associations to develop the required training opportunities for VPPs;

7. To take necessary steps for the enactment and enforcement of required legislation that will ensure the implementation of these recommendations.



Follow up from SADC
Sub Regional
Workshops
Country position

- As a result of participating in this workshop what actions will you take on return to your country in effort to strengthen the workforce
 - Assess situation on WFD situation in your country?
 - What are the current ongoing WFD activities?
 - Who are implementing or funding these activities?
 - What are the gaps in WFD?
 - How do you manage the WFD gaps?
 - How about developing a veterinary workforce strategy



Follow up from National Workshops

- A key output from the National workshops should be National Action Plan (NAP) on veterinary workforce development.
- The NAP should highlight the ongoing activities, implementing government agencies/organisations (FAO, NGOs, international organisations, ILO, etc) and the prevailing gaps. This NAP is validated by VS.
- The gaps are then prioritized with different organisations taking lead in activities they would want to support.
- For the activities that WOAHP may support, the delegates are requested to contact SRR, to explore needs and availability of such support followed by delegate official request of support mission.
- Example PC-TAD supported countries

Thank you

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