

WOAH Sub-regional Awareness Raising Workshop Workforce development and Veterinary Paraprofessionals in Southern Africa

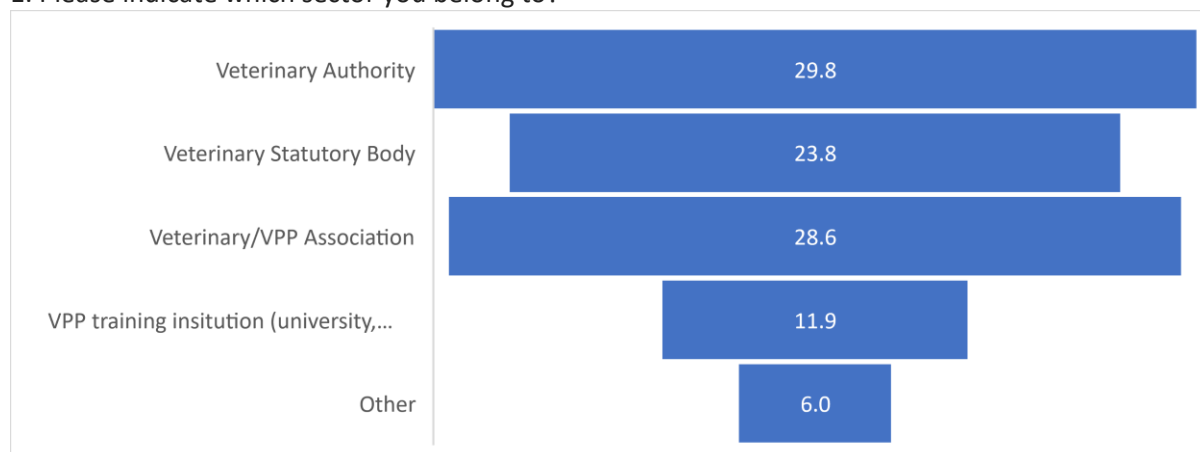
Report of post-workshop participant Evaluation

15-17 November 2022

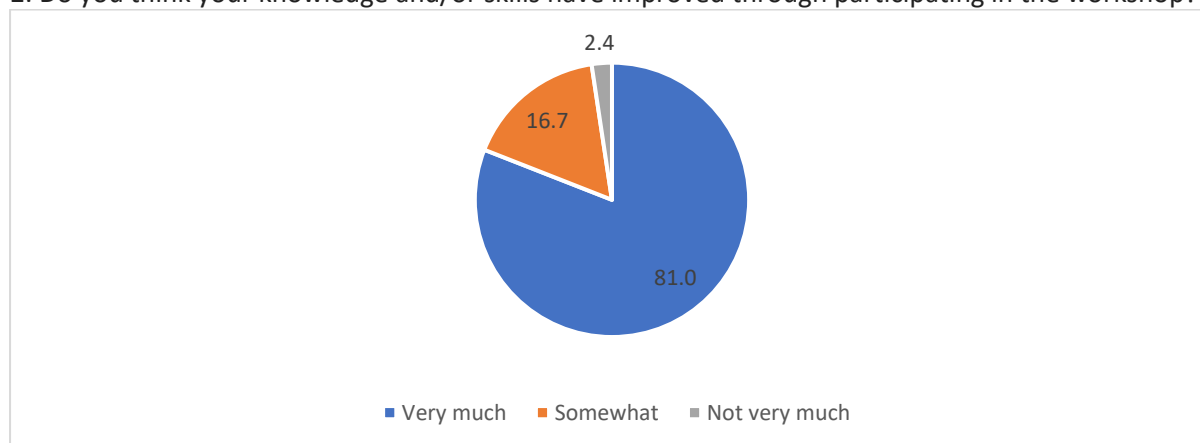
The [Sub-regional awareness-raising workshop on workforce development for Veterinary Paraprofessionals - Southern Africa](#) - was held on 15-17 November 2022. The objectives of the workshop were to build knowledge and understanding of factors contributing to veterinary workforce development and to develop an interest in veterinary workforce planning. This document outlines the feedback from the participants based on a post-workshop questionnaire administered through MS Forms. Participants were sent the survey link by email and were given five weeks to complete it.

Forty-two people responded to the survey, which is a response rate of 76 %.

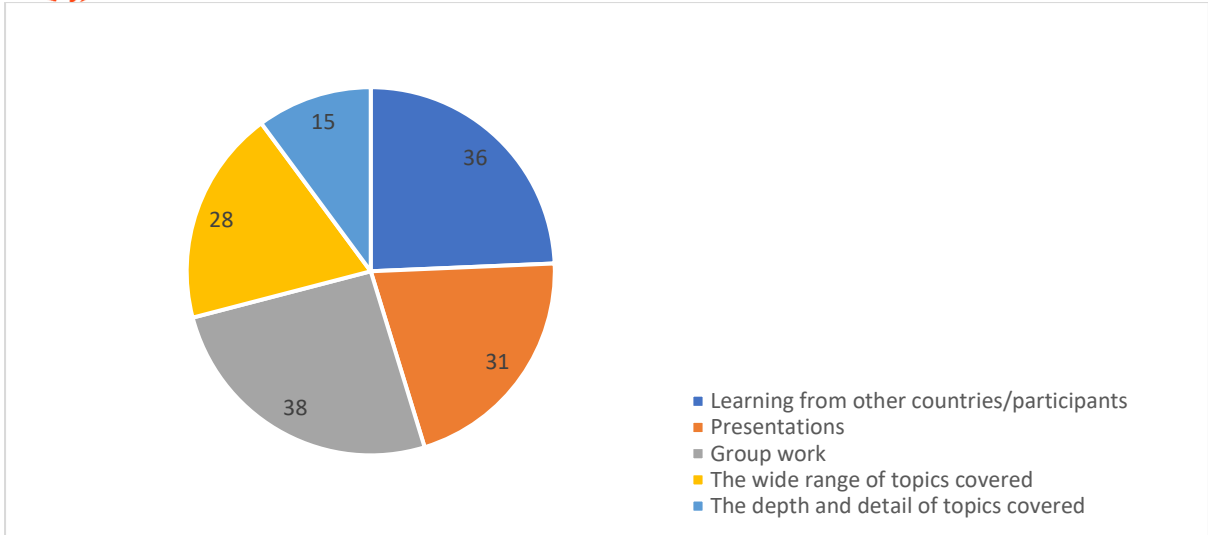
1. Please indicate which sector you belong to?



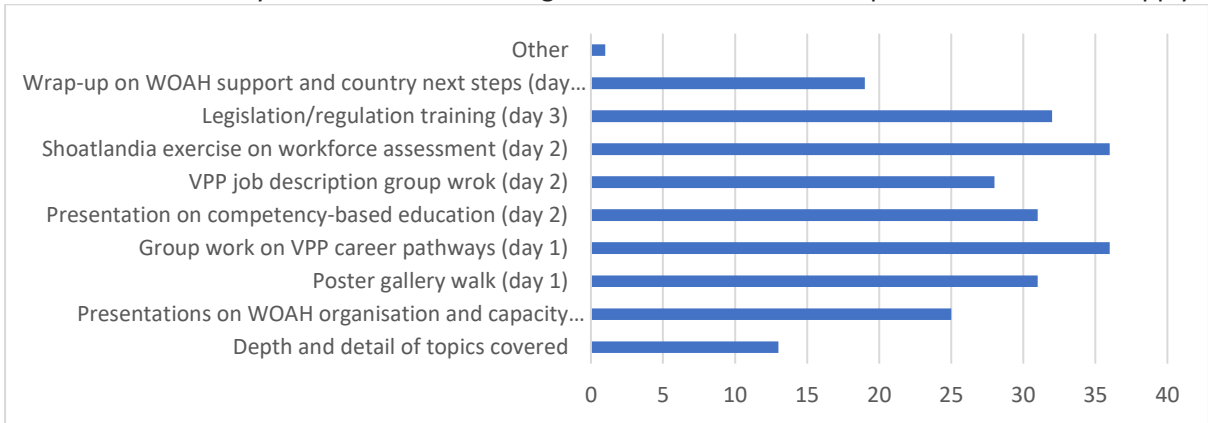
2. Do you think your knowledge and/or skills have improved through participating in the workshop?



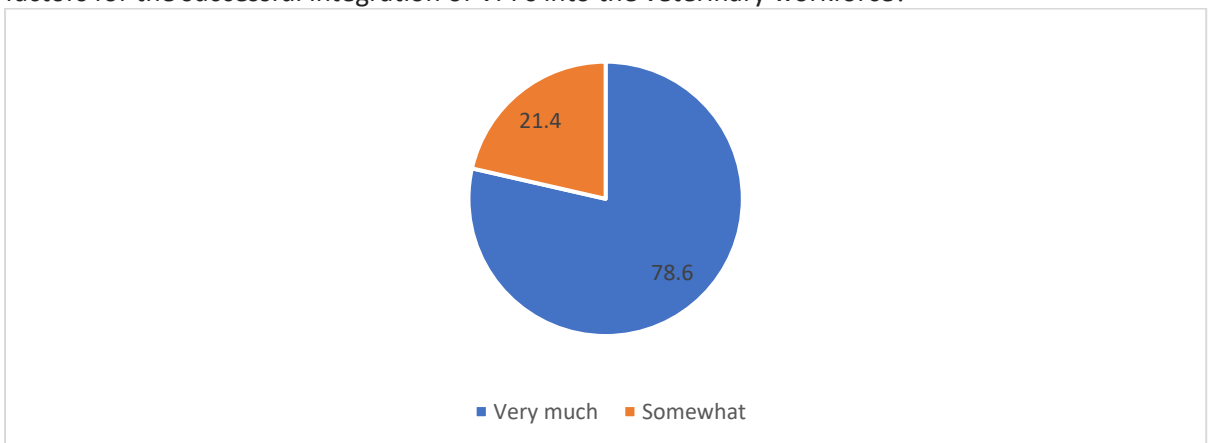
3. What aspects of the workshop were most effective? Please tick all that apply.



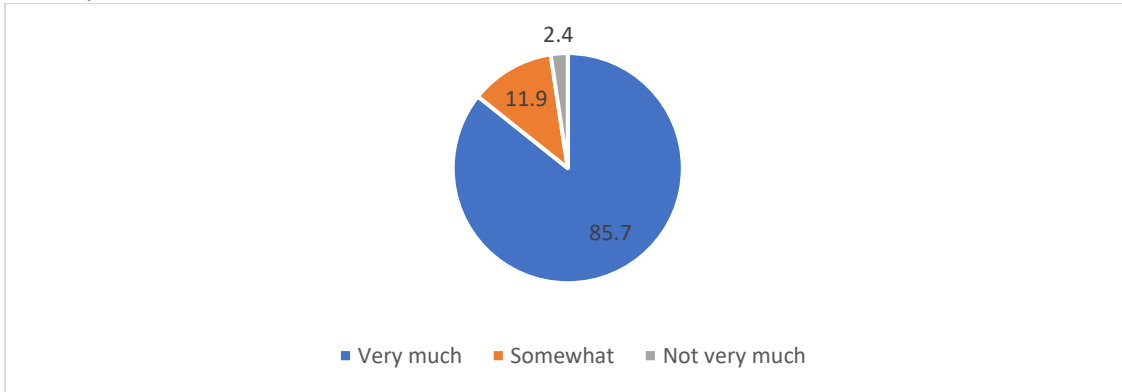
4. What sessions did you find most interesting and useful in the workshop? Please tick all that apply.



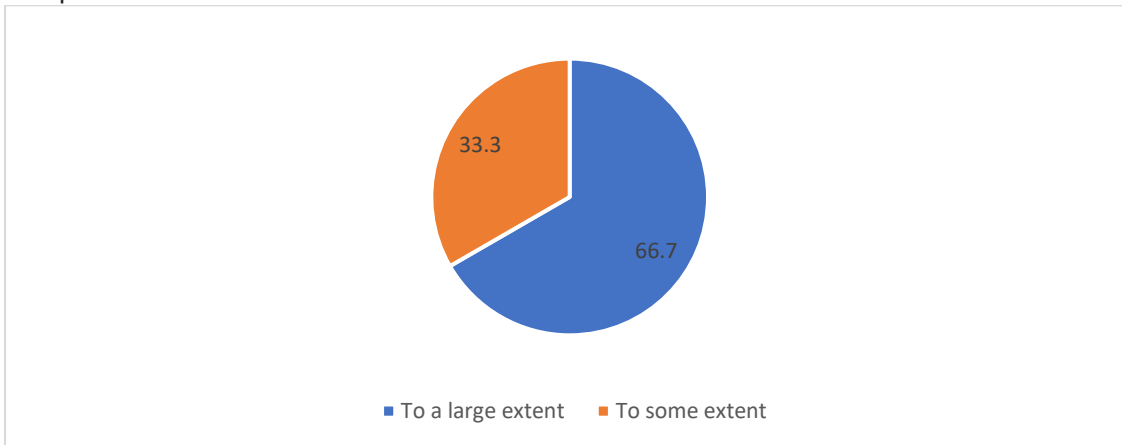
5. To what extent are you better aware of the importance of workforce development and enabling factors for the successful integration of VPPs into the veterinary workforce?



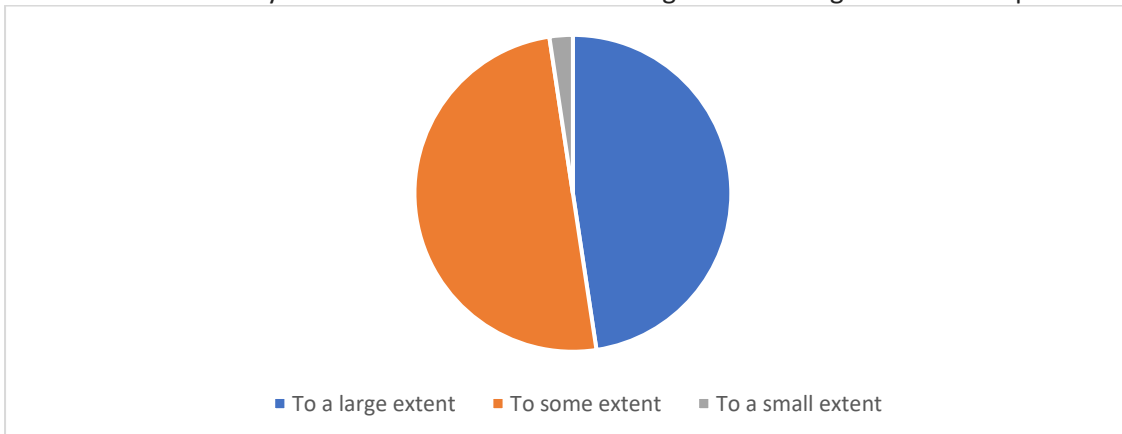
6. To what extent did you gain ideas or knowledge from other countries that may be helpful in your country context?



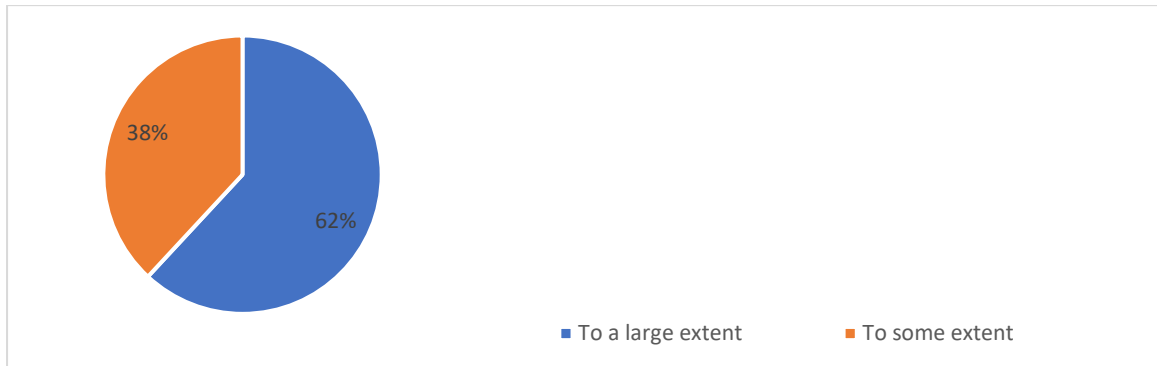
7. To what extent did you learn how to use the WOA H Competency Guidelines for Veterinary Paraprofessionals?



8. To what extent are you more familiar with how to align VPP training with VPP competencies?



9. Based on the session on workforce assessment and development (presentation and Shoatlandia exercise), do you understand key concepts and tools for assessing the appropriate distribution, training and roles of veterinarians, VPPs and CAHWs across the territory?



10. Please provide feedback on the Shoatlandia exercise: was it useful, what did you find interesting, how could it be improved?

Very interesting, the need of paravet in serving the remote areas

It was useful, it taught us how to conduct a workforce assessment

It was a reflection of what is happening in my country has been informative though it did take aspect of socio-economic aspect of farmers

It was useful. The approach in trying to address the workforce distribution in Shoatlandia which was skewed and the resources as well. It could be improved by giving more information on other another type of veterinary practices occurring in Shoatlandia.

The exercise was very useful that in vast areas of our vet camps the principle will be applied

I would advise the VPPs Community Animal Health workers to use this place as an opportunity

It was useful despite limited information on types of livestock, disease epidemiology, cadres of professions trained by the 4 training institutions.

Thé assessment of Veterinary workforce needs.

I was interested in the way the WOAHP workshop guide in solving the challenges associated with animals and Vet/VPP distribution in our locality.

Know the situations of livestock, existing infrastructures (roads, workplace, ...) and available means (staff (veterinarians and PPV) and equipment);

Conduct feasibility studies for the improvement of situations.

Make a project to adjust and improve existing situations: the number of staff (Veterinarian and PPV) and that of equipment must be proportional to the number of existing herds.

The Shoatlandia exercise allowed one to

1. Assess and analyse the data provided and the scenario provided

2. Use standards applicable to Veterinary requirements VLU. Even then, understand the difference in having all the data, as the standards are different for mixed commercial farming compared to single agricultural farming enterprises.

3. I found it interesting as elicited heated debate in our group and allowed maximum participation by all group members.

4. The end results, showed, where there was a deficit of both Veterinarians and VPPS and where there was an excess.

5. The issue which has not been clarified is where the VLU standards are taken from, and this is critical for reference purposes.

Very important to rationalize vpp and veterinarians

It was very useful basic knowledge on veterinary workforce assessment and planning

It was interesting though a bit confusing to get all necessary information to make a sound decision without guessing. More time on explanation by presenter before exercise is needed

It was useful especially the guidance on the planning/assessment phase for the quantification of workforce needs for VPPs. The tools emphasizing the right skills, eight people, place, time and cost will go a long way for the rationalizing VPP workforce in the veterinary sector

It was useful and informative to the participants

It was a very practical way for determining workforce needs in a country and the lessons learned will be used for our country assessment.

The exercise was useful and interesting.

The time allocation was very limited

It was useful. Gained insight that there could be the skewed distribution of the workforce in country. More workforce concentrated in one area than where is needed. Also, there was no information on other animal activities.

It was useful in understanding the distribution of VSs and VPPs and how its related to animal health care. It can be improved if there is clear definition of VLU ratios

Understanding that sometimes resources can be misallocated, and Human Resources assessment must be done and reconfigurations must be made to address the situation

The workforce assessment as well as LU helped me under how to develop a workforce for a country and what other key factors to look at.

I found it useful and interesting.

help to analyse the area with more need for a veterinary service workforce

It gave insight into workforce development planning

It was useful indeed.

In this exercise, I found that in some areas there were more animals whilst the VPPs were fewer. I learned that there must be workforce development planning in our workplace.

Yes, it was very useful. It was interesting to be able to determine the numbers and distribution of additional veterinary personnel in each scenario as well as determine the additional information needed in order to conduct a veterinary workforce assessment.

I have no contributions to its improvement.

Learnt that Veterinarians, and VPPs all of them concentrated to one side of the country because social infrastructures left the other side of the country without professionals.

We can improve this by spreading well all social infrastructures across countries and enabling even the distribution of professionals.

Indeed it was useful...it was interesting to understand that there should be workforce development of some sort...not to find that the work is limited when compared to the total stock.

relationship between the number of livestock, the geographical location, the economic situation of each region as well as the mode of rearing and the number of PPVs. This can be improved by considering the competencies of PEPs.

Different agro-ecological have different challenges

It was very useful. The use of actual country data would go a long way

The proportion of workforce workload/population of animals

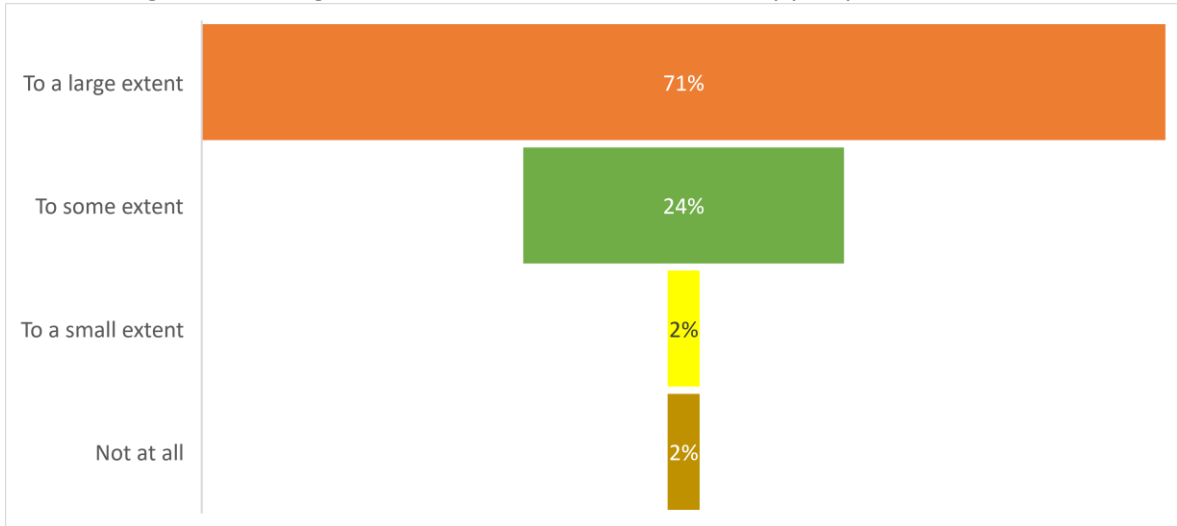
Calculation of the veterinary workforce by the animal unit was interesting

- Know the situations of the livestock, infrastructures and personal means (Veterinarians and PPV) of the material means of work, and financial available and the real needs.

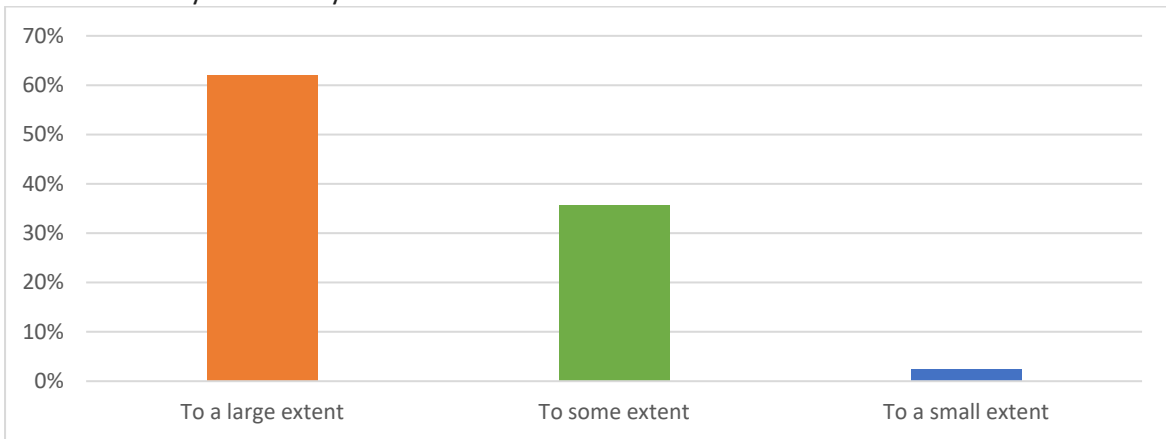
- Make a project to adjust existing situations (the size of men must be proportional to the size of the herds;

It was useful. What I found interesting was the similarity in Vets/VPP distribution to what occurs in my Country despite the fact that Shoatlandia was just a made up Country. This goes to show that the problems face in the Vet/VPP profession are almost similar

11. Based on the session on day 3 on veterinary legislation and regulation, to what extent do you have a better understanding of the necessary elements of a comprehensive Veterinary Practice Act for the recognition and regulation of veterinarians and veterinary paraprofessionals?



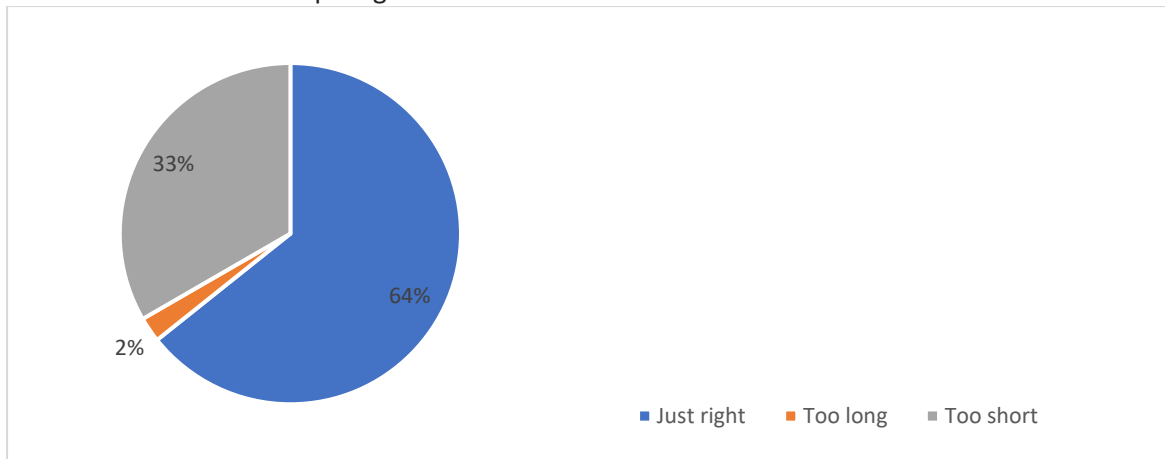
12. To what extent are you able to determine if changes or reforms to legislation/regulation would be valuable for your country?



13. Please evaluate logistical aspects of this workshop.



14. How was the workshop length?



15. Please provide your comments on the logistics of the workshop.

Responses

The accommodation was not well arranged; some participants were asked to share rooms

Group work tasks should have been given more time, especially for the legislation services

Next time look for a different hotel for a conference

Invitations came late such that approval from the government was not issued. This led to attending the workshop without authorization, hence no transit allowance. Travelling to the venue of the meeting was too hectic, the journey was too long and unpleasant.

Logistics was on point

The timetable, menu, and tea breaks were all perfect. Thanks a lot

Information on what costs were to be handled during the workshop by WOA and participants was not given. Internet provision and connectivity were very pathetic both during the workshop and in the rooms.

Transport to and from the airport was not comfortable.

The location of the workshop was awkward such that participants were restricted to buying expensive commodities and foods from the lodge.

It takes very long time to our hôtel to Masailand. We were every day arrived late.

I appreciate the organizing committee. I noted some challenges on arrival, the accommodation was not properly organized, and hence I was taken to a place that was previously not informed about and it was far from a workshop place. Therefore it required waiting for others who sometimes delayed being driven to a meeting site. Also, the workshop engaged a full day, hence there was no time for a breath and refreshing the new environment by having some physical activities such as evening work or swimming.

The logistics were good maybe a little more day because it is also interesting to see some tourist places

The traveling especially to the event could have been better, some delegates, of which I was one, arrived early am on the day of the workshop. There was not enough time to rest especially adjustment to the different time zone

It was very organized very organized

Must as many topics were covered but some important topics were not covered to the capacity. They were rushed over because of time.

Venue a bit too far off town and some few sessions were a bit too long. some group sessions were not adequately allocated enough time for complete group discussions

The hotel arrangements were somehow not very good

Internet was very bad at the hosting hotel, the food was very limited, DSA was paid late

Needs general improvements

Travel had to be undertaken midnight to early morning hours which was a challenge. The venue location could have been better. The internet at the venue was a very big challenge.

The venue location was not conducive.

1. In a new country its important to provide the DSA on arrival for its purposeful use.
2. Internet was very poor. A facility with better, if not, best internet would suffice
3. Best if welcome dinner is planned last and not the first day

Everything was ok but we waited to long to connect to the next flight. Next time we need to consider finishing early on specific day to allow delegate to also explore tourist attractions area

Not quite happy with the type of accommodation provided in Ethiopia during transit. Very sub standard. But, after raising complaint, things changed during return trip.

the overhead projector was not clear.

electrical sockets need to accommodate others which are used in other countries. just a provision to help others.

The workshop was well organised. The content was relevant and useful to us as participants. It gave us insight on how to ensure/develop competent workforce in the veterinary service functions/ space, through following the OIE curricula guideline competencies to enable VPPs to diligently carry out their expected tasks

The hotel was substandard in terms of services. Internet was poor and the food was also substandard.

Efforts for invitations to be dispersed a little bit earlier, at least 1 month before. This to allow government clearance procedures in our countries.

The accommodation especially rooms were not comfortable (cold water, no aircon, unreliable internet)

Service in the hotel was average, needs to be good or even exceptional.

Logistics of the workshop was good however we needed to have information on how much were the allowances (Peredium/day)

Secondly, there was need to inform participants NOT to leave their visa ATM cards in advance.

Logistics were straightforward and were followed

Venue was a bit far from life in Arusha

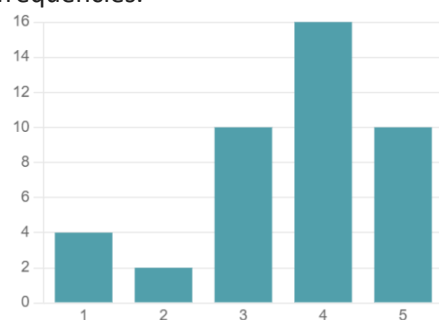
DSA should be improved.

I appreciate them so much, logistics and guides were stated clearly and then easily followed.

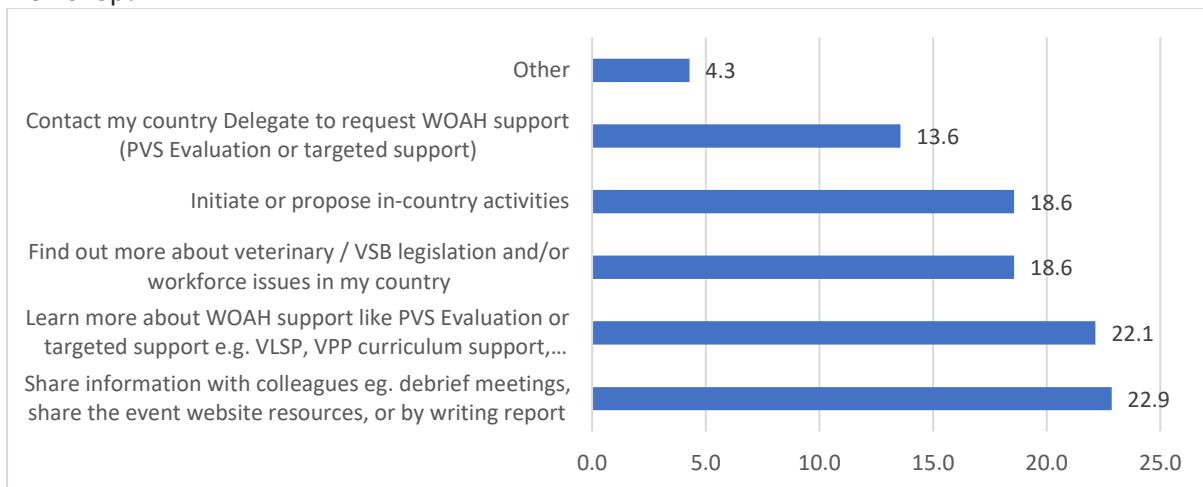
I think on logistics, it would be good if DSA is provided for as soon as it is confirmed that participants have been booked in a hotel or lodge

16. What is your overall level of satisfaction with this workshop?

3.62 was the average Rating for the workshop. The figure below shows the participant rating frequencies.



17. What actions do you expect to take or have you already taken as a result of participating in this workshop?



18. Do you have suggestions for us to improve future events?

Responses

Give more time to group work and discussions.

Let the Next workshop be longer than this one than

Kindly ensure that communication is complete in terms of logistics way before the workshop

A three-day workshop is a very short time for learning and experiences sharing. At least a 7-day workshop could provide enough time to learn in a relaxed environment and have some time for interaction and networking among country members.

Share WOAHA background documents prior to the workshop such as the regulation of veterinary services

Just attend to the pre-logistics arrangements and you will improve an already good workshop

Reduce the scope of topics and put time on more educative ones

Participants must be clearly communicated on financial arrangements for workshops. Some participants arrived at the workshop without backup financial resources. This was a big challenge!!!

Such VPP workshops have to include more VPP than others

Consider available resources at the hotel before procurement of services

Improve daily timetable starting time is good but session should end at 1530HRS

Lessen the presentations to focus on the key outputs and give ample time for group work

Send invitations early. Also, give more information on what the workshop is about.

Covid-19 is still a real health threat. Future workshops impose some restrictions to avoid cross-infection among participants

Improve the duration of the workshop to allow participants to digest the information.

Keep the good pace. Am satisfied.

Please ensure there is air-conditioning in meeting areas, it becomes hot and uncomfortable, making it difficult to concentrate

The workshop should not be held in remote places

The presentations were rushed through, so add 1 extra day if possible.

Improve and be point clear on the number and category of participants being invited to delegate. For instance, the information to the delegate would have clearly indicated that the meeting will need four participants per country, 2 VPPs and 2 VETS and not left open for the to decide for themselves.

If we cannot hold our workshops in remote areas

More information on actual expenses WOAH was paying per delegate and the rate of DSA if any at all

The number of days should be added. DSA and Good Hotel selections need improvements.

The invitation should go directly to the invited category as in some country's council delegates may not invite appropriate participants due to personal issues or misunderstandings

19. If you have any other comments on the workshop, please provide them here.

Responses

- *"I'm curious to know how WOAH operationalize the recommendations/message from this workshop"*
- *"Overall, the workshop was well organised and the knowledge gained helpful"*