

Veterinary Workforce Development Essential for Animal Disease Control & Eradication

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for Animal
Health

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de la santé
animale

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Mundial
de Sanidad
Animal



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Need for veterinary services.

- The movement and interaction between humans, animals and animal products are on the rise globally.
- Animals are thus predisposed to risk of disease incursions and spread.
- This results to threat to public health, safety, and livelihoods particularly in the developing countries.
- In this regard the National Veterinary Services (VS) play critical roles in protecting animal health and welfare.
- Contributing towards efforts to control and prevent these threats like animal diseases, foodborne illnesses, antimicrobial resistance and transmissible diseases between animals and humans.



Need for veterinary services

- The veterinary services comprises the Public and Private functions. The public functions may include
 - Animal Health policy,
 - Animal disease surveillance/control/eradication,
 - Certification of animal health for trade,
 - Veterinary public health, etc.,
- while private functions involve
 - clinical animal health services,
 - production services
 - Artificial Insemination
 - pregnancy diagnosis, etc.





Veterinary workforce and challenges

- Strong and capable veterinary workforce is the pillar to efficient and effective performance of both public and private functions of veterinary services.
- ‘Veterinary workforce’ is thus defined as the numbers, distribution and type of personnel working in the veterinary services across the public and private sectors.
- Human resources are the backbone of any organisation, with the right mix of skilled personnel, at the right place and time being key for good performance.



Veterinary workforce and challenges

- However Veterinary services around in the African Region are faced with challenges directly affecting veterinary workforce.
 - Inadequate workforce,
 - lack of sufficient training and field experience among animal health personnel,
 - resistance to change in public services.
 - need to define the roles of the public and private sectors,
 - lack of reform in educational institutions
 - inadequate regulation of veterinarians and VPPs
 - Gender equity is inadequately addressed.



Veterinary workforce and challenges

- These challenges lead to workforces that are not fully prepared to meet our societal current demands.
- Of note is
 - the repercussions of poor disease surveillance
 - weak regulatory processes of veterinary service
 - made worse by insufficient or poorly trained animal health workers who lack the necessary skills, knowledge and resources to prevent and control infectious diseases at their animal origin.
- Consequently, the sustainability of national investments in livestock sector, public health and the livelihood of producers are thus compromised by inadequate workforce.





Veterinary workforce development

- The Chapter 3.2. of the Terrestrial Code, highlights the need for Veterinary Services to be appropriately staffed
- Therefore, a need to develop a clear strategy for modernising national veterinary workforce.
- Prerequisites
 - articulation of the specific veterinary needs of a country,
 - recognition and regulation of veterinary professional and paraprofessionals in accordance with international standards,
 - significant investments in legislation, institutional reforms, animal health education facilities, animal health curriculum development
 - ensuring adequate deployment of the workforce.

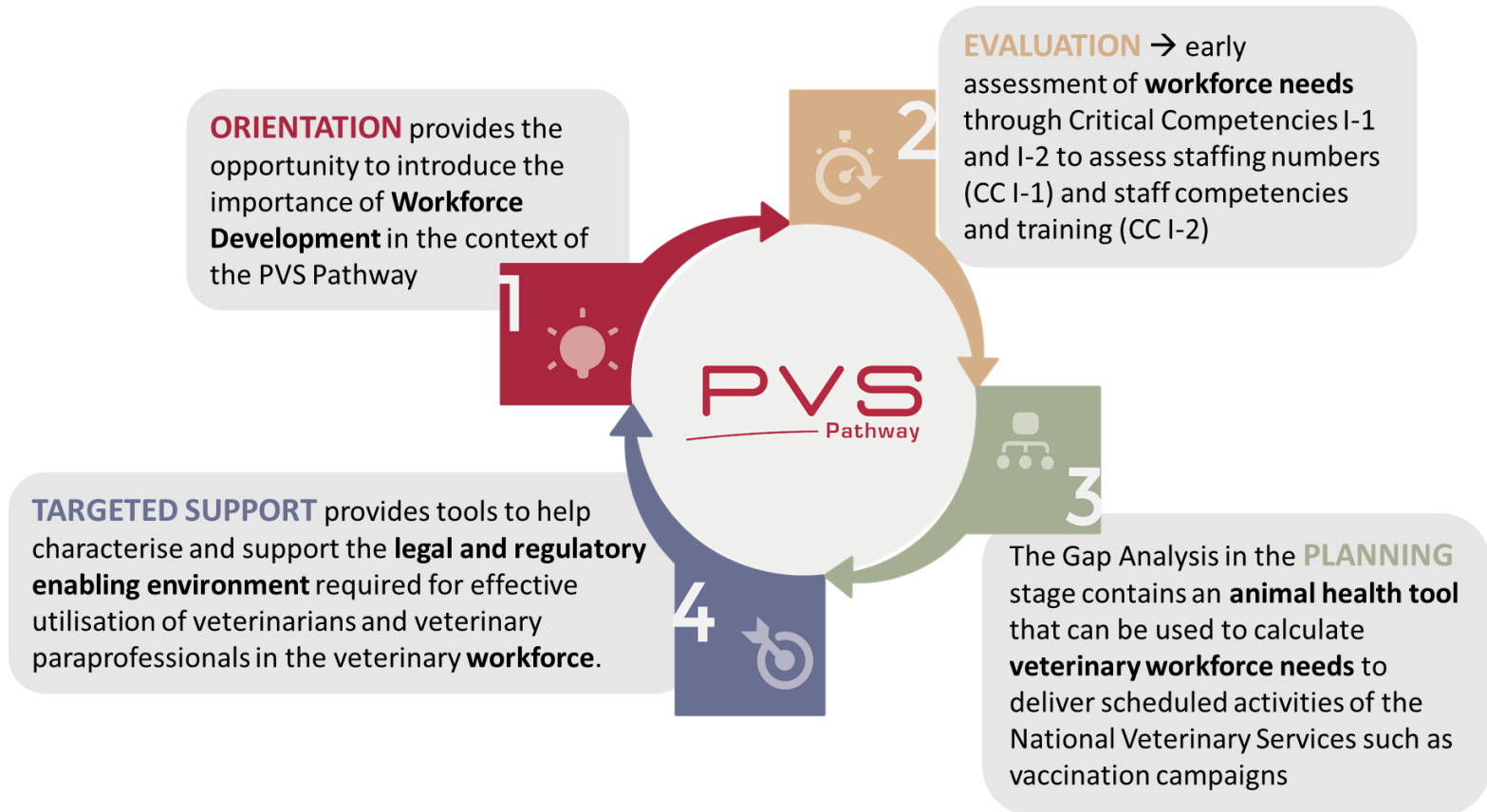


Veterinary workforce development

- Veterinary workforce includes veterinarians and Veterinary paraprofessional of different specialisms.
- Given the varied functions of veterinary service that they are responsible for, veterinary workforce planning, and identifying who delivers which service, is important to strengthen the veterinary service in a country.
- Therefore, a systematic workforce assessments can identify gaps in the numbers and categories of personnel required in the country.

WOAH workforce development support within the PVS Pathway

- Through its programme for Veterinary Workforce development, WOAH supports Members to evaluate their workforce needs and develop appropriate staffing.
- This means undertaking workforce assessments, identifying gaps and considering diverse solutions
- A key tool veterinary service evaluation is the Performance of Veterinary Services Pathway





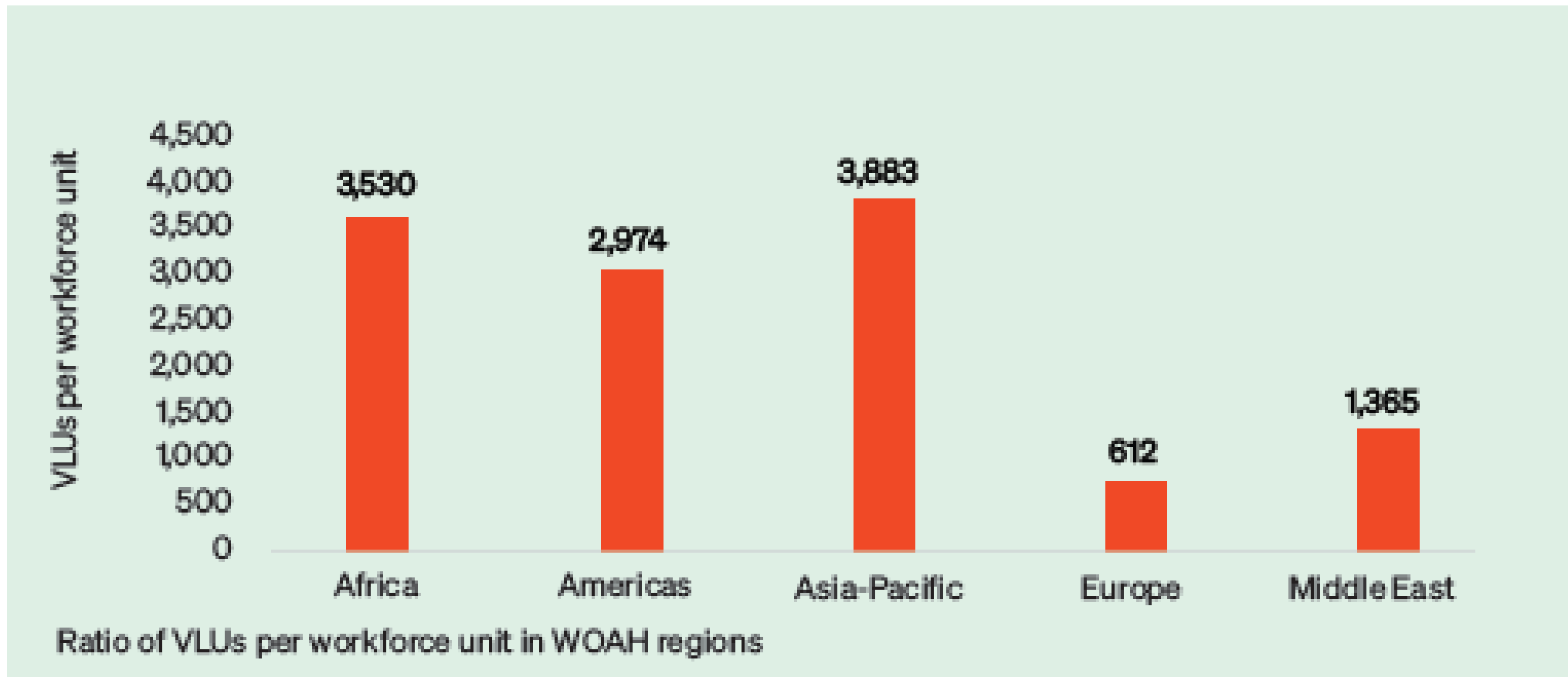
Creating the enabling environment

Elements of enabling environment	WOAH support
Is there a clear understanding of workforce needs (required distribution and skills)	Gap analysis mission Workforce assessment (in development)
Is there a legal basis for VPPs to work in the desired contexts, e.g., private practice?	Veterinary legislation support programme (VLSP)
Are suitable categories of VPPs defined and regulated by a Veterinary Statutory Body (VSB)?	VSB Support mission (in development)
Is there a VSB and is it functioning well?	VPP Curriculum support (in development)
Are there sufficient training institutions delivering training of quality to produce VPPs with the needed skill sets and competencies?	Stakeholder engagements, stakeholder workshops, training, dissemination of VPP competency guidelines
Is there resistance to recognizing and supporting various animal health cadres and their activities	



Workforce situation in Africa

- In Africa there is one veterinarian or a veterinary paraprofessional for 3,530 veterinary livestock units (VLUs). (Observatory report, 2022)
- In Southern Africa sub-region there is one veterinarian for every 2.5 VPPs and 2.3 CAHWs





WOAH workforce projects

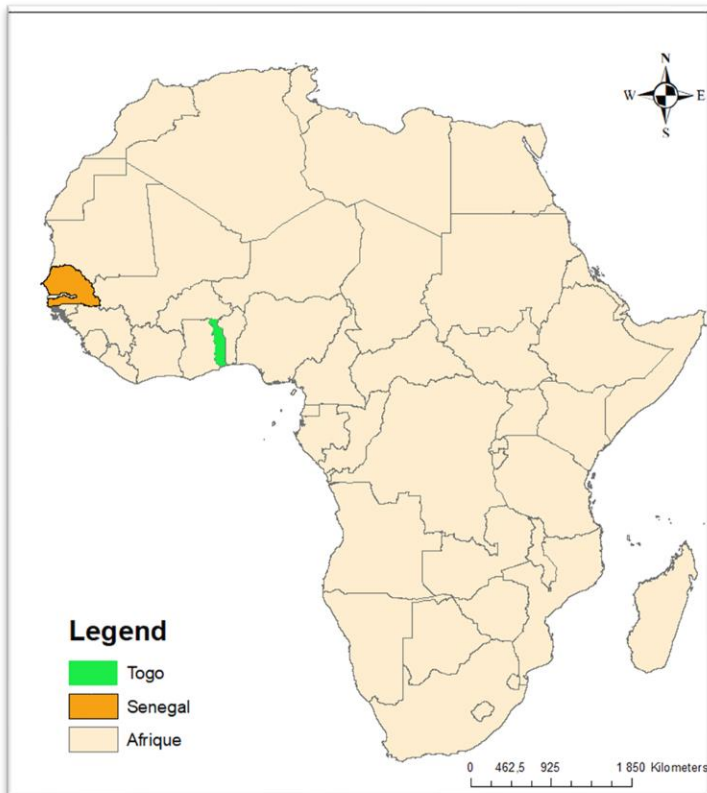


- Donor: BMZ
- Timeframe: 2020 - 2024

- **Objective** : To develop a veterinary paraprofessional workforce that is trained and equipped to provide frontline veterinary services to rural smallholders to control PPR in their small ruminants
- **Focus being** creation an enabling environment for the veterinary paraprofessionals that is defined by clear prerogatives, appropriate legislation and regulation, stakeholder coordination and communication, educational provision and appropriate deployment
- **The Project is operational in** Ethiopia, Kenya Rwanda and Zambia
- **Project activities**
 - Feasibility studies and engagement with VPP stakeholders
 - VPP National Action Plan development
 - PVS missions planned and develop enabling environment
 - PPR vaccination activities in Kenya and Ethiopia



WOAH workforce projects

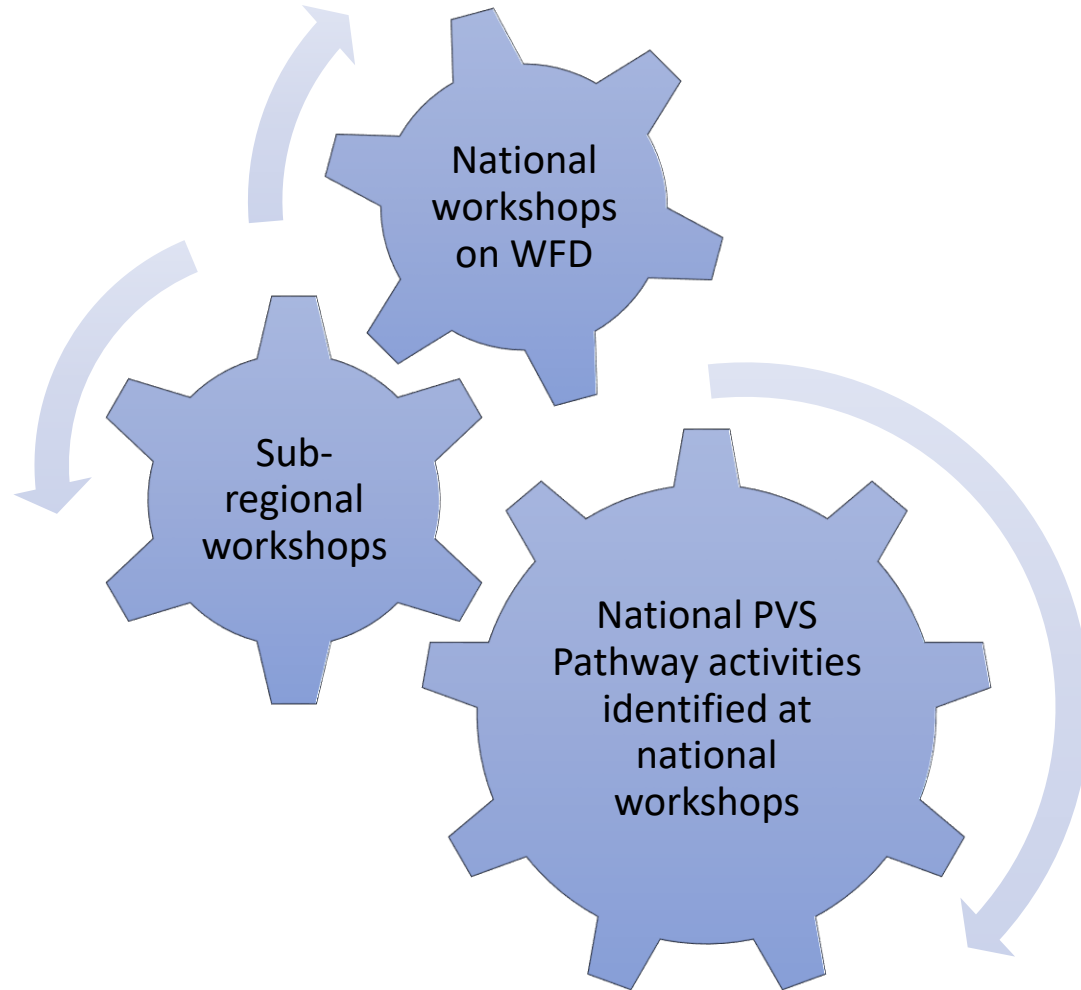


- Donor: AFD
- Timeframe: 2020 - 2024

- Objective :
 - Improvement of the legal and regulatory enabling environment for veterinary professionals including VPP
 - Strengthen the skills of VPPs through building capacity for initial and continuous education
 - Develop a sustainable socio-economic framework for VPPs
- Key Project activities
 - Baseline studies including veterinary workforce assessment and VPP curriculum assessments
 - Veterinary Legislation Support Programme (VLSP)
 - Curriculum review for VPP training institutions and alignment with WOAH guidelines
 - Inclusion and gender perspectives; Monitoring, evaluation and continuous learning
 - Review of VPP professional integration, etc.



WOAH workforce projects



Second African conference on WFD and VPPs – expected for 2024

This block contains a collage of images and a poster. At the top left, a woman with glasses is speaking at a microphone. Text next to her reads "IRENE, AFRIQUE DU SUD" and "Les para-professionnels vétérinaires africains appellent à un nouveau cadre de concertation avec la profession vétérinaire et une meilleure participation dans". To the right, a circular collage shows various scenes: a person in a lab coat, a person in a field, a person in a lab, and a person in a clinical setting. Below the collage is a poster with the text: "Linking veterinary para-professionals and veterinarians", "CONTINENTAL CONFERENCE ON THE ROLE OF VETERINARY PARA-PROFESSIONALS IN AFRICA", "13.10.2015 - 15.10.2015 / Pretoria, South Africa", and logos for GALVmed and Africa Veterinary Technicians Association.



Strengthening the enabling environment for community animal health workers (CAHWs) through development of competency and curricula guidelines





Background

WOAH has committed to reviewing and analysing CAHW programmes and training from a global perspective in order to develop competency and curricula guidelines for CAHWs.

These will follow a framework similar to the veterinarian and VPP guidelines previously developed by WOAH however considering the different nature of CAHW activity and profiles.

An ad hoc group has been created to gather experts well suited to develop appropriate competency and curriculum guidelines for CAHWs

Project funding from the Bureau of Humanitarian Assistance at the U.S. Agency for International Development (USAID).

In partnership with Vétérinaires Sans Frontières International (VSF-I).





Objectives of this project

- To contribute to building an enabling environment so that CAHWs can be better regulated and acquire appropriate initial and continuous education.
- Through the implementation of an ad hoc group:
 - To develop WOAHA Guidelines on the Competencies of community-based animal health workers to assure quality National Veterinary Services;
 - To develop WOAHA Guidelines on the minimum curricular requirements for community-based animal health workers.
 - **These guidelines will be an important step towards helping to support the recognition, regulation and integration of CAHWs into animal health systems. This will contribute to improved workforce development planning for Veterinary Services which integrates the roles of veterinarians, veterinary paraprofessionals and, when appropriate, CAHWs.**



Progress so far

WOAH

- Release of an article on WOAHA's Bulletin website.
- In-depth analysis of global training materials which summarises the key topics that CAHWs around the world are trained on
- Ad hoc group of experts for the development of CAHWs competency and curricula guidelines : Ten experts from around the world have accepted to join, and the virtual kickoff meeting took place on February 2nd and 3rd, 2023.

VSF-International

- Release of an article on VSF International's website
- Detailed literature review of community-based animal health workers in Africa and Asia, with recommendations for improved practices.
- Development of methodology of in-depth country case studies for better understanding of national and local contexts in the following countries: Burundi, Cambodia, Niger and South Sudan. Estimated start date: February 2023.

Once the WOAHA guidelines are developed (2024), a communication strategy will support dissemination of the guidelines to WOAHA Members (Delegates, VSBs, CAHW trainers)



WOAH Delegates' contribution to this project

Phase 1 of the project: October 2021 - June 2024

- Respond actively to consultation on key competencies and tasks you think CAHWS should and shouldn't be trained for
- **Why?** To ensure that WOAH competency and curricula guidelines will be reviewed on time by experts.

Phase 2 of the project: 1st March 2024-31 October 2025

- Delegates can help with the dissemination of CAHWs competency and curricula guidelines with VSBs, vet/VPP associations, entities responsible for CAHW training
- Delegates can review veterinary legislation to ensure it reflects national needs and situation

Thank you

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