



## Towards a More Resilient Veterinary Workforce for Africa 2024

Continental Conference 26 – 28 November 2024 Nairobi, Kenya

*Animal health is our health. It's everyone's health*



[rr-africa.woah.org](http://rr-africa.woah.org)

[#vetworkforceafrica](https://twitter.com/vetworkforceafrica)

# Outline of the technical sessions

# Overview

---

This book provides an overview of the various technical sessions scheduled for the Africa Continental Conference *Towards a more resilient veterinary workforce for Africa*. It serves as a resource to assist you in selecting the sessions you plan to attend. Within this document, you will discover the objectives of each session, the key topics to be discussed, and the different formats in which the sessions will be organised. We hope you find this document informative and look forward to your participation in the discussions on the subjects that interest you.

## Welcome address from the WOAHA Regional Representative for Africa

---

Dear Delegates, WOAHA partners, veterinary statutory bodies, veterinary and veterinary para-professional associations, veterinary and veterinary para-professional education establishments, WOAHA experts, private sector representatives, donor representatives and observers.

In 2015, WOAHA (then OIE) organised the first continental conference on *veterinary paraprofessionals* (VPP) in Pretoria, South Africa. This conference was the first occasion to discuss the role of VPP in the development of the veterinary workforce. This conference led to several recommendations to WOAHA and member countries and territories (Members) mainly. For nine years, WOAHA has worked closely with its Members to address these recommendations. For example, WOAHA developed guidelines for VPP training that led to the development of a new PVS Pathway format for the revision and development of VPP training curricula. Moreover, different projects are ongoing in eastern, west and central Africa for the development of veterinary workforce with a focus on VPPs.

After all these initiatives and support programmes, it is time to draw up where we stand today. This conference is a great opportunity for WOAHA, national stakeholders, funders and partners to engage in discussions, not only on the role of veterinary paraprofessionals, but the whole veterinary workforce including veterinarians, VPPs, *community(based) animal health workers* (CAHWs) etc. It will be an occasion, through presentations, panel discussions, group activities and posters sessions to share best practices regarding education, workforce assessment and development, veterinary legislation, youth perspectives on the workforce, business skills and deployment of veterinarians, VPPs and CAHWs, emergency management, One Health, CAHWs guidelines, gender in the veterinary domain, recruitment and retention, *private-public partnerships* (PPP), etc. I hope that all these discussions will lead to important conclusions and recommendations to enhance the veterinary workforce in the Africa region.

I wish all of you a pleasant conference and a wonderful stay in Nairobi.

Thank you all.

**Dr Karim Tounkara**  
**Regional Representative**

1

**Tuesday 26 November 2024**

Date	Time slot	Room
26 November 2024	11:00 – 12:00	Mt Kilimanjaro

### **Session title: Global and regional perspectives.**

**Goal of the session:** To share experiences, successes and challenges of veterinary workforce development as well as integration of VPPs globally and across the Africa region and build networking opportunities

#### **Summary of the Session:**

This session provides an introductory overview to regional and global trends related to veterinary workforce development, drawing on data extracted from WOA's capacity building services to Members, called the *Performance of Veterinary Services (PVS) Evaluation*. To start, the plenary session will highlight the recommendations agreed to in the inaugural continental conference for *Veterinary Paraprofessionals* in 2015. The new WOA online tool for Members to access PVS data will then be introduced, showcasing specific indicators related to workforce data from African Members. Global perspectives on veterinary workforce development will be shared by WOA's Asia and Eurasia programmes. To close, conference participants will be invited to tour the poster gallery showcasing activities by Members related to workforce development across the continent.

#### **Session facilitators**

- **Facilitators:** Simon Kihu, Sonia Fèvre and Barbara Alessandrini

#### **Which stakeholders may have an interest in attending the session?**

- This is a plenary session. All participants are invited to attend.

Date	Time slot	Room
26 November 2024	12:00 – 12:30	Mt Kilimanjaro

## **Session title: Youth perspectives on futures of the veterinary workforce (Plenary)**

**Goal of the session:** To share experiences, successes and challenges of veterinary workforce development as well as integration of VPPs globally and across the Africa region and build networking opportunities

### **Summary of the Session:**

Workforce development involves preparing the current workforce for current and future challenges. As Veterinary Services and education establishments update their approaches to training and deployment of veterinarians and veterinary paraprofessionals, it is recommended to keep in mind what is driving change in the wider context, that will impact animal health services.

Beyond the veterinary sector, a growing field of research, thought leadership and policy is developing around the concept of ‘the future of work’. For example, the Global Commission of the *International Labour Organization* (ILO) published a report in 2019 entitled “Work for a brighter future” and the World Bank published the “World Development Report 2019: The Changing Nature of Work.”

*Foresight methods* can be used to help people consider the implications of change and *status quo*, as well as to imagine a range of possible futures. Foresight helps us consider how actions in the present will influence and shape futures, and, allow us to learn from and prepare for multiple possible futures.

This plenary, and the subsequent technical session, will present results of foresight workshops undertaken with African youth on veterinary workforce futures. It will invite conference attendees to explore wider contexts shaping the future of the veterinary workforce along with the aspirations and needs of the next generation of animal health professionals.

The discussion will encourage Members to involve young people: the next generation, in practising anticipatory thinking to build resilient future-ready workforces.

### **Which stakeholders may have an interest in attending the session?**

All participants attending the conference

### **Session facilitators**

- Session facilitators: Tianna Brand, Sonia Fèvre, youth representatives, Nancy Muigee, Finn Strivens

Date	Time slot	Room
26 November 2024	14:00 – 16:00	Mt Kenya 1

## **Thematic session 1 ■ EDUCATION**

### **Session title: Competencies for digital learning: challenges and opportunities to transform lifelong learning in Africa**

#### **Summary of the Session :**

The session objectives are:

- 1. Strengthen Networks and Foster Inclusive Learning Communities**
  - Identify key networks (e.g., regional, professional, and thematic) programmes, and tools to connect people and help address personal and continental challenges
  - Explore challenges (personal and continental) and review best practices of eLearning platforms in Africa to sustain community engagement in digital learning. (e.g., FAO Virtual Learning Centres).
  - Design strategies to address isolation and maintain learning communities over time and space.
  
- 2. Enhance Learner Engagement and Accessibility**
  - Promote learner engagement and collaboration through interactive digital tools.
  - Ensure inclusive access by addressing gender balance and accessibility barriers.
  - Support learners in continuous competency development with portfolio-building and self-reflection.
  
- 3. Leverage Digital Innovation to Shape the Future of Lifelong Learning**
  - Reflect on the role of digital tools in lifelong learning.
  - Explore innovative technologies that enhance competency-based learning for veterinary professionals.

This session, *Competencies for Digital Learning: Challenges and Opportunities to Transform Lifelong Learning in Africa*, aims to enhance digital learning strategies for African Veterinary Services. Participants will explore methods to build inclusive, collaborative learning communities, identify digital networks, and discuss solutions for accessibility barriers. Emphasis will be placed on promoting engagement and lifelong learning through innovative digital tools and practices, with insights into using telehealth and competency-based eLearning. The session concludes with a forward-looking discussion on the future of digital learning, aiming to sustain impactful education across the continent.

#### **Session facilitators**

- Facilitators: Barbara Alessandrini and Hana Abdelsattar

#### **Which stakeholders may have an interest in attending the session?**

- Quadripartite (FAO, WHO)
- WOAH Collaborating Centres (on Training and Education)
- GALVmed
- Continuing education providers
- VEEs

Date	Time slot	Room
26 November 2024	14:00 – 16:00	Mt Kilimanjaro

## **Thematic session 1 ■ WORKFORCE ASSESSMENT AND DEVELOPMENT**

### **Session title: Youth perspectives on the future of the veterinary workforce**

#### **Summary of the Session :**

This session explores the future of the veterinary workforce from the perspective of young people from the animal health sector. It will consider what changes, opportunities or disruptions are present or emerging, inside and outside of the veterinary domain, that are shaping the future of veterinary education and workforce development. Questions for consideration include: What global, national or local trends could affect the future of work in animal health and welfare? What new challenges or trends do animal health professionals, such as veterinarians and veterinary paraprofessionals (VPPs) being trained now need to be prepared for? How should training programmes prepare new graduates in the veterinary domain to the future of their work? How does veterinary education align with current global changes which will affect the future of veterinary practices?

The session will be a space to explore stories and recommendations from African youth from the veterinary domain, from a consultation conducted by WOAHA in October 2024. General recommendations will be framed related to the inclusion of youth perspectives in workforce development, and the relevance of these for specific actors and institutions will be investigated.

#### **Session objectives:**

- Explore current and potential trends and expectations about education and training, jobs, employment and how animal health service delivery are organised.
- Identify changes, trends and patterns, in how people will learn and work and how that can inform the way that learning and employment are organised.
- Provide recommendations on how actors in education and employment can be more responsive to the needs of the next generation in the evolving veterinary workforce.
- The session will also explore the interactions between human health and animal health and their interdependence on the environment.

#### **Which stakeholders may have an interest in attending the session?**

1. Veterinary education establishments, Veterinary paraprofessional (VPP) training institutions
2. Decision-makers interested in youth perspectives on animal health and welfare management
3. Veterinary associations and VPP associations

#### **Session facilitators**

- Session main facilitator: Sonia Fèvre, Tianna Brand, Nancy Muigei, Finn Strivens, Simon Kihu, Desmond Rono, youth representatives



Date	Time slot	Room
26 November 2024	14:00 – 16:00	Mt Kenya 2

## **Thematic session 1 ■ SUSTAINABLE SERVICES AND PUBLIC-PRIVATE PARTNERSHIPS**

### **Session title: Business skills and sustainable deployment of private sector veterinarians, VPPs and CAHWs**

#### **Summary of the Session :**

This session will:

- Share the situation regarding VPP professional integration and profitability of animal health activities in Senegal and Togo
- Present the animal health ecosystem in Africa by describing stakeholders and their relationships
- Discuss the benefit of public – private – partnership in the integration of Vet, VPP and CAHWs in the veterinary Workforce in Africa
- Discuss country experiences and best practices regarding sustainable deployment of vets, VPP and CAHWs in private and public sectors other projects.

The session will feature a combination of PowerPoint presentations, group activities, and panel discussions. The presentations will focus on the professional integration of Veterinary paraprofessionals (VPP) and the profitability of animal health services in West Africa. Additionally, participants will engage in a group activity analysing the animal health ecosystem, followed by a panel discussion highlighting success stories, country experiences, and best practices for the sustainable deployment of veterinarians, VPP, and Community Animal Health Workers (CAHWs) in the private sector. This session will be highly interactive and aims to generate robust recommendations for the development of the veterinary workforce.

#### **Session facilitators :**

- Session main facilitator : Laibané Dieudonné Dahourou
- Co-facilitators : Xyomara Chavez Pacheco, Nathalie Tinak, Rahul Srivastava, Holly Hufnagel, Doris Mbeng, Shehu Shamsudeen

#### **Stakeholders who may have an interest in attending the session:**

Veterinary authorities, veterinary education establishments and training institutions, veterinary and VPP associations, veterinary statutory bodies and other veterinary workforce regulators, “Service Users” of veterinarians, VPPs, and community animal health workers, WOAH development and resource partners, veterinary and VPP education funders, animal health companies, etc.

Date	Time slot	Room
26 November 2024	14:00 – 16:00	Mt Kenya 3

## **Thematic session 1 ■ TECHNICAL THEMES AND ENABLING ENVIRONMENT FOR EFFECTIVE VETERINARY WORKFORCE**

### **Session title: Emergency management**

#### **Summary of the Session :**

This session will examine the roles of various professional categories—including veterinarians, veterinary paraprofessionals, and community animal health workers—in managing emergencies and disease outbreaks. It will feature a country case study, and an interactive game designed to help participants understand the roles of these actors within a surveillance chain.

#### **Session objectives:**

1. Understand the roles and responsibilities of veterinarians, veterinary paraprofessionals, and community animal health workers in surveillance and emergency response.
2. Explore strategies for effective collaboration among professionals during outbreaks and emergencies.
3. Learn key lessons and best practices from a country case study on multi-professional emergency response.
4. Develop actionable recommendations to enhance collaboration and improve emergency management approaches.

#### **Session facilitators:**

- Main session facilitator: Ian Peter Busuulwa
- Co-facilitator: Julius Chulu

#### **Which stakeholders may have an interest in attending the session?**

This session is especially relevant for Veterinary Public Health professionals and Epidemiologists who are directly involved in emergency response and disease surveillance. Their expertise will be critical in exploring collaborative strategies and applying best practices from real-world case studies.

Date	Time slot	Room
26 November 2024	16:30 – 17:30	West, Central Africa: Mt Kenya 1
		Eastern Africa: Mt Kenya 2
		Southern Africa: Mt Kenya 3
		North Africa: Kifaru

## **Thematic session 2 ■ REGIONAL DISCUSSIONS**

### **Summary of the Session :**

This session will focus on addressing key issues, solutions, and development related to the veterinary workforce on a regional level. It will be conducted as a participatory discussion. The outcomes of these discussions are expected to yield one to two recommendations aimed at tackling the identified challenges and enhancing the veterinary workforce in West and Central Africa.

### **Session facilitators**

- West and Central Africa: Laibané Dieudonné Dahourou and Nathalie Tinak
- Eastern Africa: Simon Kihu
- Southern Africa: Caesar Lubaba
- North Africa: Francesco Valentini

### **Stakeholders who may have an interest in attending the session:**

Veterinary authorities, veterinary education establishments and training institutions, veterinary and VPP associations, veterinary statutory bodies and other veterinary workforce regulators, “Service Users” of veterinarians, VPPs, and community animal health workers, WOA development and resource partners, veterinary and VPP education funders, animal health companies, according to their region.

2

**Wednesday 27 November 2024**

Date	Time slot	Room
27 November 2024	09:00 – 09:30	Mt Kilimanjaro

## **Special event : Launch of the Competency and Curricula Guidelines for Community Animal Health Workers (CAHWs) (Plenary)**

### **Objectives and session summary**

The plenary session main objective is to:

- Officially present the Competency and Curriculum Guidelines for *Community Animal Health Workers* (CAHWs) by:
  - Briefly explaining the process that led to this output (ad hoc group creation with relevant expertise, methodology, etc) and the importance of the WOAHA for including CAHWs into the veterinary workforce
  - Presenting the structure of the Guidelines: introduction section and the curriculum itself (explain how it was developed, the items that comprise the curriculum, etc)
  - Briefly present the relevant supporting documents that will complement the WOAHA Guidelines (VSF-International Handbook, the OSU D-CAT and a teaser of the Guide for Trainers of CAHWs)

This session is designed to provide an overview of the Competency and Curriculum Guidelines for *Community Animal Health Workers* (CAHWs), taking the audience through the steps from the conception of the project to the publication of the WOAHA Guidelines for CAHWs, while encouraging them to engage with the CAHWs team in the next session, where it will be discussed more in depth the practical aspects of the VSF-International Handbook, the OSU D-CAT, and where a practical activity will be carried out to better understand how to use the WOAHA Guidelines.

### **Session facilitators**

- Main session facilitator : Xyomara Chavez
- Co-facilitators: Nandipha Toyota Ndudane, Johan Oosthuizen, Alexia Rondeau and Alice Matos

### **Which stakeholders may have an interest in attending the session?**

All participants attending the conference

Date	Time slot	Room
27 November 2024	09:30 – 10:00	Mt Kilimanjaro

**Special event : The role of public-private partnerships in  
product development and creation of sustainable markets  
for veterinary products  
(Plenary)**

**Session objectives:**

This *Global Alliance for Livestock Veterinary Medicines* (GALVmed) session will highlight how partnerships could be catalysts for innovation to increase the availability, access and adoption of animal health products to control livestock diseases.

**Session facilitators:** Lois Muraguri, Edith Moroti, Carolin Schumacher

Date	Time slot	Room
27 November 2024	10:30 – 13:00	Mt Kenya 1

### **Thematic session 3 ■ EDUCATION**

#### **Special event : Launch of the WOA Community Animal Health Workers (CAHW) Guidelines: how to use them?**

##### **Objectives and session summary**

The session objectives are to:

- Participants understand the significance of CAHWs in providing animal health services in underserved areas, as a complementary workforce to vets and VPPS, through the presentation of a summary of CAHWs’ roles and tasks worldwide, from WOA Members survey.
- Participants understand the development process and structure of the WOA Competency and Curricula Guidelines for CAHWs.
- Participants understand how to use the WOA Competency and Curricula Guidelines for CAHWs to develop their own CAHW training curriculum, based on CAHWs’ possible roles at community level, through an interactive training (group activity).

This session is designed to provide a comprehensive understanding of the pivotal role of Community Animal Health Workers (CAHWs) in improving animal health services in underserved regions. Participants will explore the value of CAHWs as a complementary workforce to veterinarians and veterinary paraprofessionals (VPPS), based on global insights and the newly developed WOA Competency and Curriculum Guidelines for CAHWs. This session will also provide guidance on how to apply the WOA Competency and Curricula Guidelines to design tailored CAHW curricula. Based on CAHWs’ specific roles within communities, this hands-on session will guide participants in tailoring training content to meet local needs, ensuring that CAHWs are well-prepared to address the unique challenges of their regions.

##### **Session facilitators**

- Main session facilitator: Xyomara Chavez
- Co-facilitators: Nandipha Toyota Ndudane, Johan Oosthuizen, Alexia Rondeau and Alice Matos

##### **Which stakeholders may have an interest in attending the session?**

- Standard-setting bodies for training of CAHWs and VPPs including veterinary statutory bodies and other accrediting bodies for training institutions.
- Veterinary Services involved in CAHW training and management
- Development sector agencies, humanitarian agencies and NGOs implementing CAHW programmes
- Training providers for CAHWs including training institutions where applicable
- International organisations
- Donors

Date	Time slot	Room
27 November 2024	10:30 – 13:00	Mt Kenya 2

## **Thematic session 3 ■ WORKFORCE ASSESSMENT AND DEVELOPMENT**

### **Session title: Veterinary workforce assessment**

#### **Session objectives and summary:**

- Create awareness on the need and value of veterinary workforce assessments to ensure a strong and effective national veterinary services and reliable access to animal healthcare.
- Identify tools and approaches available for conducting workforce assessments
- Participate in a simulated workforce assessment exercise
- Participants will have a better understanding of the kinds of information and other resources required for conduction workforce assessments

This session includes presentations on the need and value of workforce assessments, the tools available for workforce assessment in the veterinary sector, and a participatory simulation exercise to identify gaps in a national veterinary workforce with an emphasis on defining the types of information needed to conduct a comprehensive and informative assessment. The results of the exercise will be reviewed and the challenges of conducting veterinary workforce assessments will be examined at the end in a panel discussion.

#### **Session facilitators**

- Main facilitator: David Sherman
- Co-facilitator: Laibané Dieudonné Dahourou

#### **Which stakeholders may have an interest in attending the session?**

In descending order of priority, representatives of:

1. National Veterinary Services,
2. Veterinary Statutory Bodies,
3. Educational Establishments (Vet and VPP)
4. Veterinary and VPP Professional Associations
5. Producer Groups and other potential employers of Vets and VPPs



Date	Time slot	Room
27 November 2024	10:30 – 13:00	Mt Kilimanjaro

### **Thematic session 3 ■ SUSTAINABLE SERVICES AND PUBLIC-PRIVATE PARTNERSHIPS**

#### **Special event : The role of public-private partnerships in product development and creation of sustainable markets for veterinary products**

#### **Summary of the Session:**

The main objective of this *Global Alliance for Livestock Veterinary Medicines* (GALVmed) session is to highlight the importance of public-private partnerships (PPPs) and the role they could play in supporting sustainable veterinary product development and veterinary service provision in Africa. The session will:

1. Demonstrate how PPPs can be a useful approach for developing region-specific veterinary products that meet the unique needs of animal health challenges in Africa, leveraging the unique strengths of both sectors.
2. Showcase examples where PPPs have helped address challenges in veterinary service provision and in developing sustainable markets that ensure accessibility of quality products by SSPs in Africa.

#### **Session facilitators**

- Main facilitator: Lois Muraguri
- Co-facilitators: Karelle De Luca and Enrique Hernandez

#### **Which stakeholders may have an interest in attending the session?**

Government officials in veterinary service department, public and private vaccine manufacturers, public and private veterinarians

Date	Time slot	Room
27 November 2024	10:30 – 13:00	Mt Kenya 3

### **Thematic session 3 ■ TECHNICAL THEMES AND ENABLING ENVIRONMENT FOR EFFECTIVE VETERINARY WORKFORCE**

#### **Session title: What does gender inclusion mean for veterinary services, and how can veterinary and VPP associations play a role?**

##### **Summary of the Session:**

The session objectives are to:

- Explore key issues concerning women and men’s inclusion in the veterinary workforce
- Explore how to optimise access and inclusion of women in veterinary studies, internships and recruitment in Veterinary Services
- Discuss how veterinary and veterinary paraprofessional associations can support women and men in building leadership skills and supporting each other
- Reflect on how gender relations influence the quality and outcome of veterinary services, and what matters for ensuring access to veterinary services for women livestock keepers

It will include discussion on improving access to animal health services for livestock keepers. Veterinary and veterinary paraprofessional associations will be invited to share their experiences in mentoring, providing support networks and creating leadership opportunities. The session format includes a sociometry group exercise to share experience about gender priorities in animal health services, followed by short presentations on: Why gender matters in animal health (FAO); Gender analysis in the veterinary services in Senegal and Togo (World Organisation for Animal Health; Kenya Women’s Veterinary Association; and Nigeria Veterinary Council. The session will finish with group work to identify causes and possible actions and to review recommendations on gender inclusion in the veterinary workforce.

##### **Session facilitators**

- Main facilitator: Sonia Fèvre
- Co-facilitators: Holly Hufnagel, Emma Alegi and Shehu Shamsudeen (FAO)

##### **Which stakeholders may have an interest in attending the session?**

1. Veterinary associations and VPP associations
2. Also valuable for: Veterinary education establishments, VPP training institutions, Veterinary services representatives and participants interested in gender inclusion

Date	Time slot	Room
27 November 2024	14:00 – 16:00	Mt Kilimanjaro

## **Thematic session 3 ■ EDUCATION**

### **Session title: Recruitment, retention and incentives**

#### **Session objectives and summary:**

This session will:

- Raise awareness about the challenges of recruiting and retaining students in veterinary and veterinary paraprofessional training programmes as well as the challenges of aligning admissions policies with national workforce needs
- Share examples of efforts to address these challenges
- Develop new ideas for addressing these challenges

Ensuring the presence of an adequate, well trained veterinary workforce begins with attracting enough interested and capable people into training programmes, retaining them through the course of their training, developing the skills they will require in the workplace and exposing them to the range of employment opportunities potentially available to them once they graduate. These objectives are not without their challenges. Primary and secondary school students may be unaware or uninterested in animal health care or have an insufficient understanding of the varied opportunities available to them as veterinarians or veterinary paraprofessionals. Traditional teaching methods in veterinary and veterinary paraprofessional training institutions may not generate or sustain student interest over the duration of the curriculum. Educators and employers may not communicate sufficiently to fully understand what skills and knowledge are required in a changing workplace and admissions policies may not reflect the overall needs of the national veterinary services to address gaps in the workforce. Though a series of presentations and a panel discussion, these topics will be addressed. Examples on the current state of play and descriptions of innovative efforts to address the challenges will be presented and opportunities provided to share and discuss together new ideas and innovations to address recruitment and retention issues.

#### **Session facilitators:**

- Main facilitator: David Sherman
- Co-facilitator: Laibané Dieudonné Dahourou

#### **Which stakeholders may have an interest in attending the session?**

In descending order of priority, representatives of:

1. Educational Establishments (Vet and VPP)
2. Veterinary Statutory Bodies
3. National Veterinary Services
4. Veterinary and VPP Professional Associations
5. Veterinary and VPP students and recent graduates
6. Producer Groups and other potential employers of Vets and VPPs

Date	Time slot	Room
27 November 2024	14:00 – 16:00	Mt Kenya 2

## **Thematic session 3 ■ SUSTAINABLE SERVICES AND PUBLIC-PRIVATE PARTNERSHIPS**

### **Session title: Deployment of veterinary workforce for disease control and eradication**

#### **Summary of the Session:**

Transboundary animal and zoonotic diseases are disruptive to the livelihood of livestock keepers, causing poor human health and severe loss in income and nutrition, thus enhancing rural poverty, malnutrition and economic stress. Control and eradication of these diseases require a well-trained, adequate, and properly deployed veterinary workforce. Unfortunately, this is not always the case in most countries due to inadequate deployment of the available veterinary workforce. The factors contributing to this inadequacy in workforce deployment will be discussed in this session.

This session will explore the essential factors necessary for an effective and sustainable workforce deployment as well as the potential role of various professionals (CAHWs, VPPs & Vets) in achieving global control, elimination, and /eradication of animal and zoonotic diseases (FMD, PPR, Rabies, ASF, etc.) as well as combatting Antimicrobial Resistance (AMR)

During the session, participants will:

- share their experiences of veterinary workforce (Public and Private sectors) involvement in disease control and eradication
- explore different models of veterinary workforce deployment used in various contexts for disease control
- identify key challenges encountered in deploying the veterinary workforce effectively
- formulate possible solutions for establishing an effective and sustainable workforce deployment strategy for disease control and eradication.

Participants will gain an understanding of the critical roles and responsibilities of CAHWs, VPPs and veterinarians in:

- preventing, detecting, assessing, notifying, reporting and responding to animal health routine and emergency events,
- and how different animal health professionals can be organised in a cohesive team to control and eradicate diseases effectively.

#### **Session facilitators:**

- Main facilitator: Simon Kihu
- Co-facilitators: Patrick Bastiaensen, Bouna Diop, Alexia Rondeau (VSF International)

#### **Which stakeholders may have an interest in attending the session?**

Stakeholders from veterinary services, VSB, VEE, civil society organisations, private sector, regional and international organisations, etc.

Date	Time slot	Room
27 November 2024	14:00 – 16:00	Mt Kenya 3

### **Thematic session 3 ■ TECHNICAL THEMES AND ENABLING ENVIRONMENT FOR EFFECTIVE VETERINARY WORKFORCE**

#### **Session title: From policies to practice: a guide to veterinary legislation and regulation**

##### **Summary of the Session:**

The session objective is to raise awareness of veterinary legislation and the regulation of the veterinary workforce through Veterinary Statutory Bodies (VSBs) and solutions for the regulation of the Participants will understand:

- The links between veterinary legislation and regulation to other thematic topics, including workforce planning and planning for the future, education, PPPs, gender, veterinary drug use and AMR, animal welfare, and food safety.
- How legislation and regulation for the veterinary workforce underpin workforce planning and preparation of the veterinary professionals to meet present and future needs (including pandemic prevention, AMR, food safety, PPPs)
- How regulation of the veterinary workforce through Veterinary Statutory Bodies (VSBs) is crucial to ensuring effective delivery of veterinary services.

The combined force of strong veterinary legislation and the efficient regulation of the veterinary professions is essential for building a veterinary workforce ready to meet any challenge. The legislation and regulation session will provide participants with an overview of how countries can align their veterinary legislation with the latest international standards for the regulation of veterinary professionals. Building on the recommendations from the 2015 WOAHC Conference on the Role of Veterinary Paraprofessionals in Africa, the group activity will encourage participants to think critically about issues they face due to inadequate veterinary legislation and regulation. Together, participants will then conceptualise achievable solutions for equipping the national veterinary workforce with regulatory tools for effective delivery of veterinary services.

##### **Session facilitators**

- Main facilitator: Kelsey Galantich
- Co-facilitator: Benson Ameda (AVTA)

##### **Which stakeholders may have an interest in attending the session?**

All stakeholders could have an interest in this session, particularly those involved in the regulation of the veterinary profession and development and implementation of veterinary policies in legislation.

Date	Time slot	Room
27 November 2024	16: 30 – 17: 30	Surveillance and field activities: Mt Kilimanjaro
		Challenges and opportunities in the use of antimicrobials in the field: Mt Kenya 1
		Animal welfare services: Mt Kenya 2
		Meat inspection and laboratory services: Mt Kenya 3

## **Thematic session 4 ■ DIFFERENT CATEGORIES AND CADRES OF VETERINARY PARAPROFESSIONALS**

### **Session summary**

These sessions will share experiences among countries concerning the primary activities of VPPs related to surveillance and other field operations in the African region. Key challenges and solutions regarding the execution of these activities by VPPs will be examined. Additionally, the session will emphasise the important role of continuing professional development (CPD) for effectively implementing these activities. The discussions are expected to culminate in one to two recommendations to tackle the challenges faced by various countries.

Session topics include the Following:

- Surveillance and field activities
- Challenges and opportunities in the use of antimicrobials in the field
- Animal welfare services
- Meat inspection and laboratory services

### **Session facilitators**

- Surveillance and field activities: Laibané Dieudonné Dahourou, Madi Savadogo and Nathalie Tinak
- Challenges and opportunities in the use of antimicrobials in the field: Jane Lwoyero
- Animal welfare services: Francesco Valentini and Mactar Seck (ICfAW)
- Meat inspection and laboratory services: Simon Kihu and Ian P. Busuulwa

### **Stakeholders who may have an interest in attending the session:**

All participants according to their field of work and interest.

3

Thursday 28 November 2024

Date	Time slot	Room
28 November 2024	09:10 – 10:30	Mt Kilimanjaro

**Special event: Launch of the Africa *Public-Private Partnership (PPP)*  
Forum in the Veterinary Domain  
(Plenary)**

**Summary**

The *African Continental Free Trade Area (AfCFTA)* is poised to enhance trade significantly and create significant opportunities for livestock and livestock products. Given the socio-economic importance of the livestock sector to millions of smallholders, there are substantial opportunities for all stakeholders to explore. However, challenges such as transboundary animal diseases, limited livestock productivity, inadequate veterinary services and enabling policy and regulatory environment hinder full sector participation. Many African countries have established PPP legislation, but activities remain concentrated in a few nations, reflecting gaps in comprehensive veterinary legislation and stakeholder involvement.

To address these issues, WOA and the African Union’s *Interafrican Bureau for Animal Resources (AU-IBAR)* have conceptualised the *Africa PPP Forum in the Veterinary Domain (A3PF)* and organised an initial consultation in an orientation meeting on 4 April 2024 with 40 participants from various organisations, including GALVmed, ILRI, and IDRC, as well as regional economic communities like ECCAS, ECOWAS, SADC, and IGAD.

The vision is establishing a collaborative forum that enhances veterinary services, animal health, and welfare systems across Africa. The aim is to create a platform for open dialogue and exchanging ideas among diverse stakeholders dedicated to implementing international standards. By aligning with these standards, the vision seeks to eliminate trade barriers and empower Africa's livestock sector to thrive in a global marketplace, ultimately contributing to increased economic resilience and food security.

In this continental conference, the A3PF will be covered in the plenary session followed by a technical session. The plenary session will discuss the Forum's purpose, expectations, and operational strategy, while the technical session will focus on co-creation, identifying priority areas, and establishing effective organisational mechanisms. Participants will contribute their insights to shape the forum's development, with an emphasis on sustainability and a roadmap for the inaugural forum set for February 2025 during the 26<sup>th</sup> Conference of the WOA Regional Commission for Africa.

**Session facilitators:**

- Main facilitator: Rahul Srivastava
- Co-facilitator: Mary Mbole-Kariuki, Bouna Diop and Andy Peters

**Stakeholders who may have an interest in attending the session:**

All participants attending the conference.



Date	Time slot	Room
28 November 2024	11:00 – 13:00	Mt Kenya 1

## **Thematic session 5 ■ EDUCATION**

### **Session title: Veterinary and veterinary paraprofessional education**

#### **Summary of the Session:**

The overall objective of this session is to:

- Share success stories of WOA *Veterinary Education Establishments* (VEE) Twinning Programmes and WOA VPP Curricula missions
- Describe innovations or experiences that stimulate interest in the veterinary and veterinary paraprofessional sectors
- Discuss the main challenges in training institutions and associated solution (availability and retention of skilled trainers, access and retention of women in the academic pathway, practical training an internship in training, the way VPP curricula pilot mission improved training of VPPs in the country)

The session will combine PowerPoint presentations, group activities, a poster session, and panel discussions. The presentations will provide insights into WOA VPP curricula missions. Additionally, a group activity will emphasize innovations or experiences that enhance engagement in the veterinary and veterinary paraprofessional fields. A dedicated poster session will be held, and finally, a panel discussion will address key challenges faced by training institutions on the availability and retention of skilled trainers, the access and retention of women in academic pathways, and the practical training and internship opportunities within the training framework.

#### **Session facilitators**

- Main facilitator : Laibané Dieudonné Dahourou
- Co-facilitator: Simon Kihu, Xyomara Chavez Pacheco, Nathalie Tinak, Johan Ouisthuizen, Alice Matos, Doris Mbeng

#### **Stakeholders who may have an interest in attending the session:**

Veterinary and VPP training institutions, veterinary statutory bodies and other veterinary workforce regulators, veterinary authorities, VPP and veterinary services users, training programme accreditation authorities, veterinary and VPP education funders, NGOs, etc.

Date	Time slot	Room
28 November 2024	11:00 – 13:00	Mt Kenya 2

## **Thematic session 5 ■ WORKFORCE ASSESSMENT AND DEVELOPMENT**

### **Session title: Workforce development**

#### **Session objectives and summary:**

- Create awareness on how workforce assessments are utilised to create workforce development plans and policies
- Better understand the processes of workforce development through the presentation of examples of actual workforce development activities in the region in the veterinary sector.
- Identify challenges and opportunities for implementation of workforce development plans and policies.

This session follows on from the session on Veterinary Workforce Assessment and focuses on how those assessments can be used to determine policies and practices that will result in veterinary workforce development that addresses identified workforce gaps in ways that are consistent with the human, financial, educational and other resources constraints that exist within the country. Examples will be provided through presentations from several countries in the region and address workforce development in the veterinary sector. The presentations will be followed by a panel discussion to discuss the challenges and solutions related to the successful implementation of workforce development plans.

#### **Session facilitators:**

- Main facilitator: David Sherman
- Co-facilitator: Laibane Dieudonne Dahourou

#### **Which stakeholders may have an interest in attending the session?**

In descending order of priority, representatives of:

1. National Veterinary Services,
2. Veterinary Statutory Bodies,
3. Educational Establishments (Vet and VPP)
4. Veterinary and VPP Professional Associations
5. Producer Groups and other potential employers of Vets and VPPs

Date	Time slot	Room
28 November 2024	11:00 – 13:00	Mt Kilimanjaro

## **Thematic session 5 ■ SUSTAINABLE SERVICES AND PUBLIC-PRIVATE PARTNERSHIPS**

### **Special event: Launch of Africa *Public-Private Partnership (PPP)* Forum in the Veterinary Domain**

#### **Session objective**

This session will explain the reasons for creating this forum, outline the expectations from both public and private stakeholders, and discuss how it will be operationalised. Additionally, it will highlight the values that this forum is expected to provide to both the public and private sectors in the veterinary domain.

#### **Session facilitators:**

- Main facilitator: Rahul Srivastava
- Co-facilitator: Mary Mbole-Kariuki, Bouna Diop and Andy Peters

**Stakeholders who may have an interest in attending the session:** International development organisations, Donors, Veterinary Authorities, Veterinary and VPP associations, Veterinary statutory bodies, farmers, animal health companies, industry associations etc.

Date	Time slot	Room
28 November 2024	11:00 – 13:00	Mt Kenya 3

## **Thematic session 5 ■ TECHNICAL THEMES AND ENABLING ENVIRONMENT FOR EFFECTIVE VETERINARY WORKFORCE**

### **Session title: One Health approach in practice - engaging the veterinary workforce to apply One Health principles at national level**

#### **Summary of the session:**

This session aims to:

- Introduce participants to One Health principles and approach and global frameworks for operationalizing the One Health approach at national level;
- Sensitize the veterinary workforce on the framework of competencies for One Health and its application in developing capacities for a “One Health Workforce”;
- Demonstrate practical examples of veterinary workforce in health interventions using the One Health approach, to showcase best practices in application of the One Health competencies to detect, respond and prevent spread of zoonoses and other One Health threats.

More than 60% of emerging infectious diseases originating from animals have occurred recently, including the *Severe acute respiratory syndrome (SARS)*, *Middle East respiratory syndrome (MERS)*, Ebola, Avian Influenza H5N1, pandemic influenza A (H1N1), Dengue virus and COVID-19. This trend has been due to confluence of several drivers, including rapid population growth and urbanisation, land-use change, encroachment on wild habitats, and changing global and local weather patterns. As a result, humans and domestic animals are coming into closer contact with wild animals, increasing the chances for spillover of pathogens from wildlife to domestic animals and humans. Therefore, the role of veterinary professionals at all levels is paramount to prevent, detect, and respond to existing and potential zoonoses and other emerging health threats.

The *One Health (OH)* session will therefore aim at sensitising conference participants on the importance of the One Health approach and multisectoral collaborations to address health challenges at the human, animal and ecosystem health interface. Conference participants will be introduced to OH principles and the global plans and strategies for prevention, detection, and response to One Health threats. Participants will then be sensitised on the framework of competencies for OH, which are relevant to different professional levels. Highlights of successful health interventions at country level achieved from implementing the OH approach in disease control will also be presented. The session will be interactive, providing a forum for discussions, and a final survey will be used to collate specific needs and recommendations to strengthen the engagement of the veterinary workforce on applying the One Health Approach in the field.

#### **Session facilitators**

- Main facilitator: Lillian Wambua
- Co-facilitator: Jane Lwoyero

#### **Which stakeholders may have an interest in attending the session?**

The One Health session is relevant to all invited participants, including from veterinary services, veterinary statutory bodies, academic institutions, civil society organisations, private sector, regional and international organisations involved in the veterinary public health, prevention, detection and control of zoonoses, pandemics, and other public health threats of importance to global health security.





## ***Towards a More Resilient Veterinary Workforce for Africa 2024***

Continental Conference  
26 – 28 November 2024 Nairobi, Kenya  
[m-africa.woah.org](http://m-africa.woah.org) #vetworkforceafrica



© WOAH (2024) All rights reserved

