



Towards a More Resilient Veterinary Workforce for Africa 2024

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



BMZ

Federal Ministry
for Economic Cooperation
and Development



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VETERINARY WORKFORCE DEVELOPMENT IN EASTERN EUROPE AND CENTRAL ASIA

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Central Asian and Eastern European Experience on WFD

- Awareness activities in Eastern Europe and Central Asia
- Key survey findings
- Veterinary Education in Europe region (trends, twinning programme, gaps, accreditation)
- VSBs in Europe
- Successful story from Georgia
- Conclusions and plans for future

Sub-Regional Awareness Raising Workshops on Veterinary Workforce and VPPs

* **Central Asia and Caucasus countries -
Kazakhstan, 2023**

* **Eastern Europe - Romania, 2024**

* **National workshop on workforce development -
Georgia, 2020 (online)**

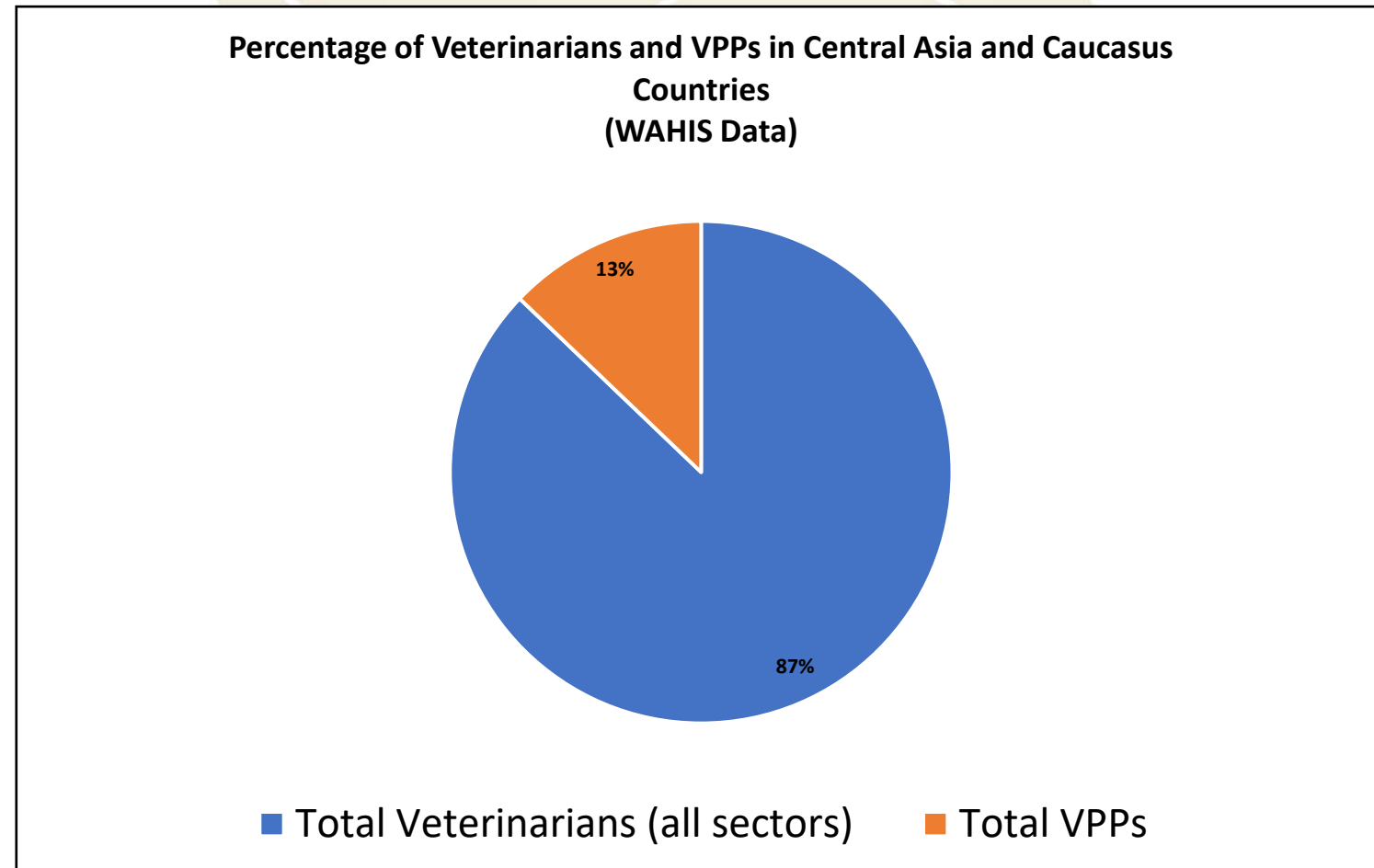


Workforce structure – picture is totally different from Asia and Africa!

Based on available WAHIS data of 5 Countries of Central Asia and 3 Caucasus countries (2018-19)

Composition

- Veterinarians – 87%
- VPPs – 13%
- Ratio
- 6:1 (Veterinarian : VPP)



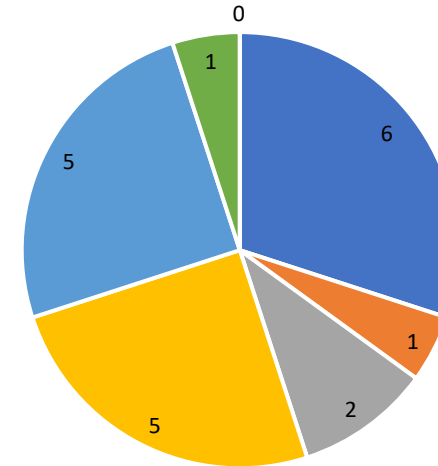
Workforce challenges

86% participating countries indicated a general shortage of personnel in the workforce

A high retirement rate indicated by 71% of countries with fewer new recruitments to replace the retired.

71% indicated personnel leaving the workforce for other countries as a challenge.

Current Workforce Challenges Faced by Members



- 1 ■ There is a general shortage of personnel.
- 2 ■ There is a shortage of personnel concerning specific areas only, e.g., large/farm animal practice.
- 3 ■ Many personnel are not involved in veterinary service delivery as they do other nonveterinary jobs.
- 4 ■ Many personnel leave to work for other countries.
- 5 ■ There is high retirement of personnel and young people are not interested to study any of the veterinary professions.
- 6 ■ There is high retirement of personnel and there are inadequate training institutions to meet the demand of personnel.
- 7 ■ Other

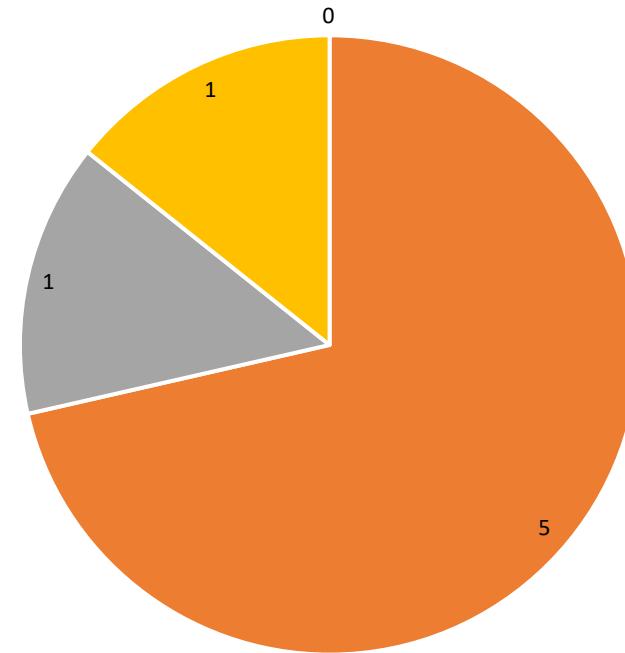
Diversity

- 71% indicated growth of women's participation in the workforce and access to leadership roles.

Promotion women to decision making roles:

- Yes (57%)
- No (29%)
- Do not know/can't say (14%)

Growth of Women Participation Within the Veterinary Workforce



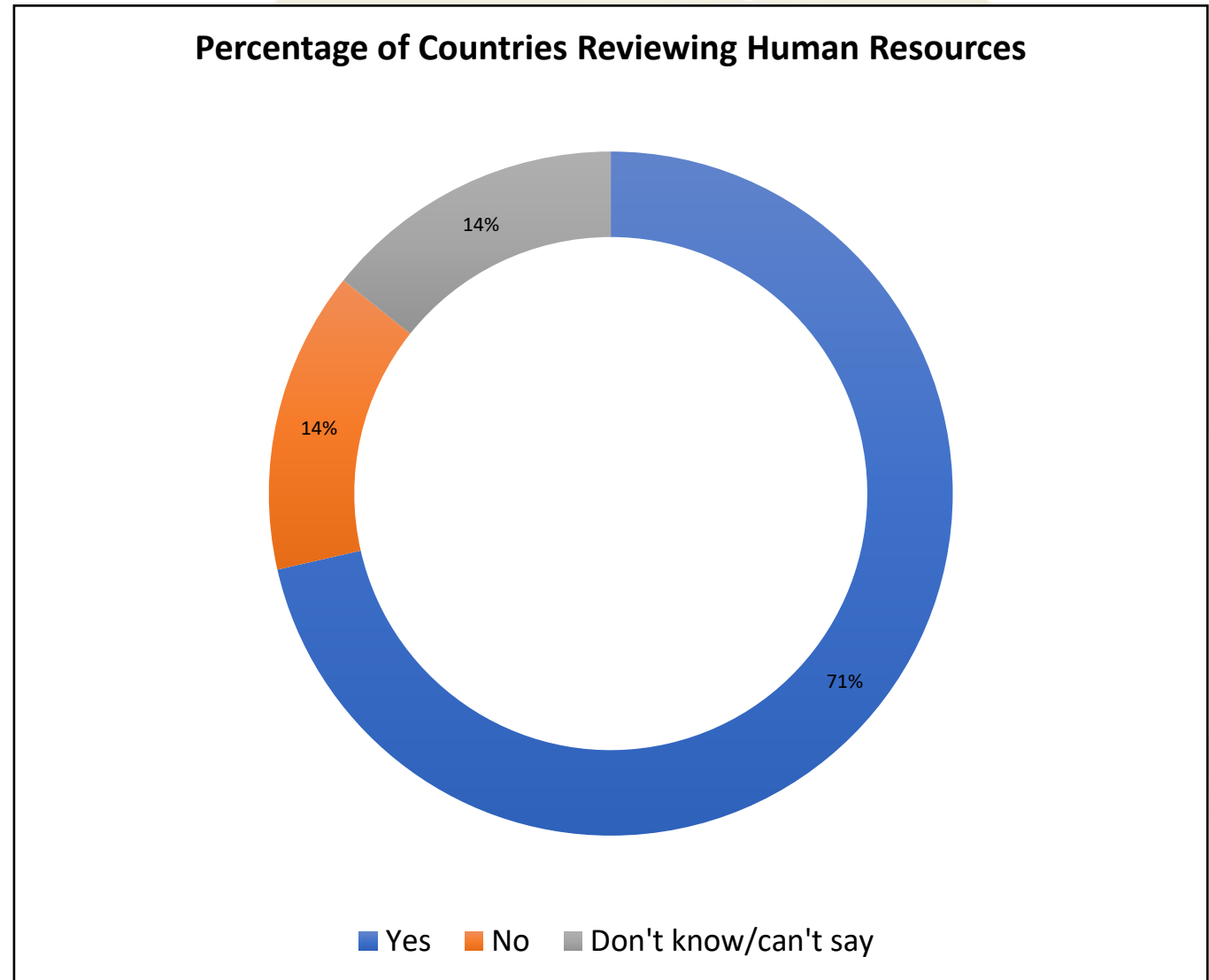
■ Yes, to some extent ■ No ■ Do not know/can't say

Orange = Yes, to some extent; Grey = No; and Yellow = Do not know/can't say

Human Resource Review

- Yes (71%)
- No (14%)
- Do not know/can't say (14%)

Blue = Yes; Orange = No; Grey = Don't know/can't say



Veterinary Education in Europe (trends, twinning, gaps, accreditation)

- **3 WOAHA VEE Twinning in the Region**
- **Gaps in Day-1 Competencies in vet graduates: risk analysis, animal welfare, VSB, epidemiology, international trade and research.**
- **Partnership with the European Association of Establishments for Veterinary Education (EAEVE)**

- > 100 Establishments in 34 European countries (European Union and non-European Union)
- > 15 Establishments in 10 Non-European countries
- Many faculties from Non-European countries have expressed interest to be a member (e.g. Kyrgyzstan, Uzbekistan, Kazakhstan, Tajikistan)
- **55 ESEVT Standards for Accreditation**
- **38 Day One Competences**
- **International reputation**



EAEVE and the European System of Evaluation of Veterinary Training (ESEVT)

1. National workshop, online, 2020
2. Veterinary Legislation Support Programme (VLSP), 2021 – 2024
3. VPP Curricula Analysis Mission 2022



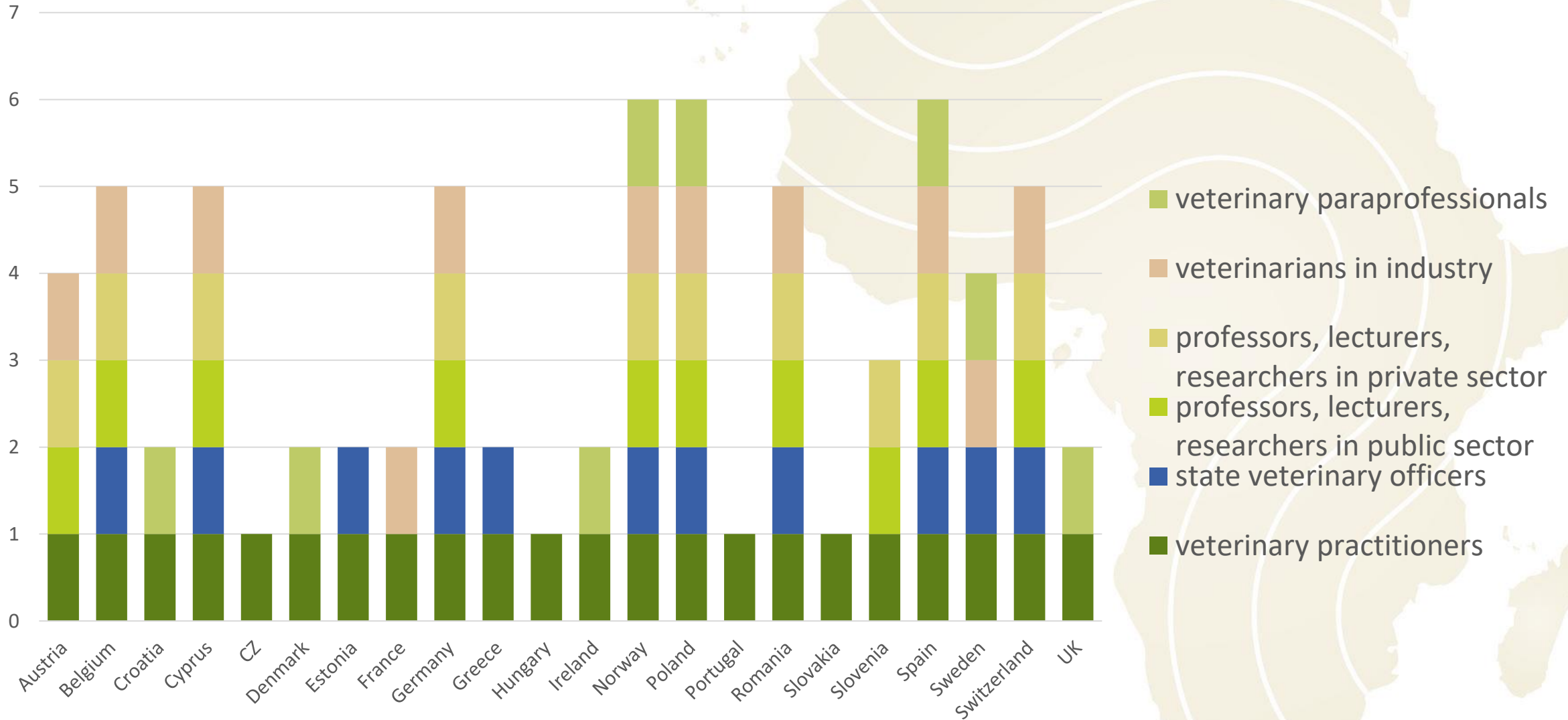
Veterinary Statutory Bodies



(councils) in Europe

- VSB 21
- Competent Authorities 8
- Mixed 2





CPD is essential for veterinarians to ensure they continue to provide the best care

18 countries – mandatory CPD
13 countries link CPD to license



- **Many European countries have not yet undertaken the PVS evaluation, or their last assessment occurred over a decade ago.**
- **The WFD team should intensify collaboration with national Delegates to advocate for the implementation of PVS and other critical national veterinary initiatives.**
- **Maximizing Donor Funding Opportunities**
- **Sharing success stories from countries that have successfully implemented PVS and other veterinary improvements can inspire and encourage similar efforts across the region.**



- **Regional Conference on Veterinary and VPP Education**
- **Enhanced Coordination with Other Agencies**
- **Exploring Public-Private Partnerships at country level**

