



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



BMZ

Federal Ministry
for Economic Cooperation
and Development



**BILL & MELINDA
GATES foundation**





Youth Perspectives on Futures of the Veterinary Workforce in Africa

Anticipating impacts of change on education and jobs in the animal
health domain

Future Thinking, Foresight...

...what's that?



Youth-focused Futures Thinking

'...invite more students, have mentorship programmes. Standards of veterinary education around the world has many discrepancies in terms of hands on training, exposure...externship opportunities...' Mohana, IVSA Education Chair 2023-2024

'...ancestors need to be farsighted, invest in the future through working with the young generation...' Marta, IVSA One Health Chair 2023-2024





World Organisation
for Animal Health
Founded in 1924

Youth perspectives on Workforce Development

Platform for the next
generation

Resilience and adaptability

Relevant and meaningful
workforce planning

THE FUTURE OF WORK



Federal Ministry
for Economic Cooperation
and Development



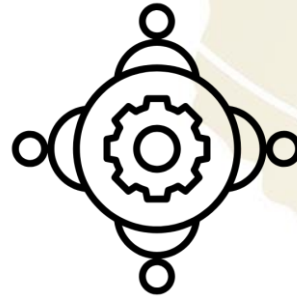
BILL & MELINDA
GATES foundation

Process



Interviews and scanning

Interviews and scanning for signals of change



Futures workshops

Two online and one in-person workshops with young people



Youth Prioritisation

Youth prioritisation workshop

Participants



Workshop Inputs: Drivers of Change

Rise of Public-Private Partnerships

Public-private partnerships will become more common in the veterinary sector, fostering collaboration between governments, NGOs, and private businesses. These partnerships will focus on improving animal healthcare delivery, creating innovative veterinary products, and ensuring that veterinary services are accessible and affordable for farmers.

The private sector will also drive growth in urban areas, with an increasing demand for companion animal care as Africa's middle class grows. Veterinary clinics and pet care services will expand, providing new career opportunities for veterinarians in cities.



Illicit Veterinary Medicines

Governments are increasingly taking action to regulate the dispensing of prescription drugs in a bid to reduce drug resistance. However, their approach, while welcome, has led to the emergence of illegal medicines being sold on the black market. In Kenya, the government has ordered pharmacies and agro-vets to verify their licenses with respective authorities within a month or face closure. This decision aims to curb prescription drug abuse, identified by NACADA as a major emerging threat. Pharmacies must



Indigenous Knowledge Systems (IKS) in Cattle Health Management

Limited access to veterinary services in rural areas, including scarce clinics and extension services, along with high drug costs, has led many farmers to resort to indigenous knowledge systems (IKS) for cattle disease management. While these practices are affordable, locally available, and sustainable, especially in the face of climate change, they lack scientific validation and precise dosage information, potentially leading to toxicity. There is a pressing need for documentation, research, and scientific validation of IKS to promote their sustainable use and adoption in livestock health management.

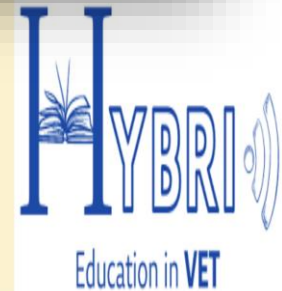
Shr Job
Young in challenge and bare countries professional several
Tanzania number limited to resource shortage sector st



Hybrid Education

The COVID-19 pandemic has accelerated the adoption of online and blended learning models. While there are still challenges related to internet access, more veterinary schools are incorporating digital tools into their programs. This approach offers flexibility, particularly for students in remote areas, and enables them to access educational resources that were previously unavailable. However, tensions arise from accessibility issues, infrastructure limitations, and practical teaching challenges in a mixed setting, creating uncertainty about the ability to be inclusive for all in an African Context.

<https://hvvet.eu/>



One Health Approach

The One Health approach in the veterinary sector integrates human, animal, and environmental health. Focusing on zoonotic diseases, climate change impacts, and antimicrobial resistance. Key trends include enhanced surveillance, early detection technologies, and responsible antibiotic use. Veterinary education now incorporates One Health principles, while partnerships between organizations like AU-IBAH and Africa CDC foster collaboration.

However, tensions arise from:

- Limited resources and infrastructure for comprehensive surveillance
- Inefficient cross-sector coordination
- Inadequate funding for research and capacity building
- Data sharing and harmonization challenges
- Cultural and socioeconomic barriers to new practices
- Shortage of trained One Health professionals

Emerging trends include:

- Increased focus on wildlife health and food security
- Integration of digital technologies in veterinary practice
- Growing emphasis on community-based One Health initiatives
- Rise of transboundary disease management strategies

<https://www.sciencedirect.com/science/article/pii/S2352771421001>



Tensions between Veterinary Paraprofessionals and Veterinarians

In African veterinary sectors, a complex dynamic exists between paraprofessionals and fully qualified veterinarians, and collaboration, reflecting the in resource-limited settings.

services to remote areas, filling and role raises concerns standards. Many veterinarians, nature of paraprofessionals' collaboration frameworks. recognition, practice scope, is the strengths of both groups opportunity for improving sector evolves to meet changing and welfare.

<https://valleyarticle/2001502412vet-of-agrovets>

Vets protest alleged state harassment of agrovets

https://www.animalhealthafrica.org/news/2021/06/23/Faqs_de_Veterinaires_Europe_Situation_Europe



Artificial Intelligence in Vet Care/Medicine and Applications

Artificial intelligence (AI) is transforming veterinary care and medicine in Africa, offering new tools for diagnostics, treatment, and animal health management. AI-powered platforms are being used to analyze veterinary data, enabling quicker and more accurate diagnoses of diseases, including zoonotic and livestock diseases that impact food security. AI applications in veterinary telemedicine and mobile health technologies are expanding access to quality care, particularly in remote or underserved areas. Additionally, AI is being integrated into livestock management systems to optimize animal health monitoring, improve breeding practices, and enhance disease surveillance, contributing to more efficient and sustainable veterinary services across the continent. As AI adoption grows, it holds the potential to revolutionize veterinary practices in Africa, improving animal welfare and public health outcomes.



- Traditional vs. modern practices: A shift towards integrating traditional knowledge with modern veterinary practices is creating both opportunities and conflicts in animal health management.
- Resource allocation: Tensions arise from competing priorities in allocating limited resources between urban and rural veterinary services.
- Policy implementation: Changes in veterinary policies often face due to deeply ingrained practices and economic interests among smallholder farmers.

and tensions highlight the complex landscape of veterinary where the need for improvement clashes with and traditional practices.

<https://www.ahis.com/read/0G67D1.2>

Instability and Impact on Vet Workforce and Animal Health

Somalia, South Sudan, and Central African Republic: Ongoing conflicts in these countries have devastated educational institutions, including veterinary schools. Displaced students and faculty, along with damaged or abandoned infrastructure—laboratories, lecture halls, and animal hospitals—have disrupted veterinary education. The instability hinders consistent educational programs, creating gaps in veterinary training. Governance breakdown has led to neglected veterinary services and potential tensions with neighboring countries due to transboundary animal migration. How can governments and communities address these challenges?



is a growing and unqualified mal and complex nature strategies to combat its impact on veterinary medicine and agriculture. The risks of AMR are multifaceted, affecting animal health, human health through the food chain, and the agricultural economy. Addressing AMR requires a comprehensive approach, involving the development of new antimicrobials, stricter regulations on antibiotic use, and collaboration among veterinarians, policymakers, and researchers to manage and mitigate its impacts effectively.

<https://amr.cgiar.org/blog/antimicrobial-resistance-africa-challenge-address-while-safeguarding-farmers>



Workshop Methods: Driver Mapping




Workshop Methods: Storytelling

10 min

Selection

Illicit Veterinary Medicines

Governments are increasingly being asked to regulate the ownership of prescription drugs to help to reduce drug resistance. However, their approach, while welcome, has led to the appearance of illegal medicines being sold on the black market in Kenya. The government has issued a public health warning and agreed to work with the business with appropriate measures to reduce the number of illegal sales. The government is also considering the possibility of introducing a new system of regulation for the sale of prescription drugs. The government is also considering the possibility of introducing a new system of regulation for the sale of prescription drugs. The government is also considering the possibility of introducing a new system of regulation for the sale of prescription drugs.



Brain Drain

Rural areas face a heightened risk of brain drain, particularly in regions where veterinary services are scarce. This issue is especially pronounced in areas with limited access to specialised animal healthcare, potentially leading to a shortage of skilled professionals. Addressing the challenge of brain migration in the veterinary sector requires a multifaceted approach that goes beyond simply offering competitive salaries. While fair compensation is important, it's crucial to recognise that rural areas often provide a unique and rewarding work environment. A multi-pronged strategy, coupled with opportunities for professional growth and development, can significantly contribute to addressing the shortage of veterinary expertise from rural areas.

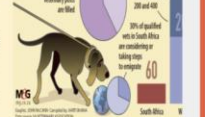
SA's deficit of vets

Shortfall of veterinarians

Only 60% of vets are veterinary post and PhD

30% of qualified vets in South Africa are consulting or taking steps to emigrate

50k per 100k population per million people whereas the international norm is between 200 and 400



Shrinking Public Sector Jobs

Young veterinarians in many African countries face employment challenges in the public sector. Due to limited government funding and budget cuts, recruitment processes are often delayed or non-existent. Additionally, those who do secure positions often experience significant shortages of veterinary professionals, especially in rural areas. This shortage stems from several factors:

- Low investment in veterinary schools
- Migration of skilled workers to more developed nations
- Insufficient infrastructure for professional training


Research and health change services, a professional design with a human-centred approach to veterinary services and the number of graduates entering the workforce. These efforts are essential to ensure that the veterinary workforce is equipped to meet the needs of their communities.

VETERINARY WORKFORCE SHORTAGE ALLEVIATION IS MULTIDIMENSIONAL!

RETENTION

RECRUITMENT

RETURN



CHARACTER 1

(Veterinarian, Animal Health Technician, Nurse etc.)

Who are they?	Veterinary technician for wild tourism sector	Name	Sade	Likes	Technology, saving animals
What is their professional role?	Security and welfare monitor for Wild animals - Technician	Location	Lagos	Dislikes	Poachers, Avocados, Corruption
Skills/ superpowers	Skilled AI assisted drone pilot				

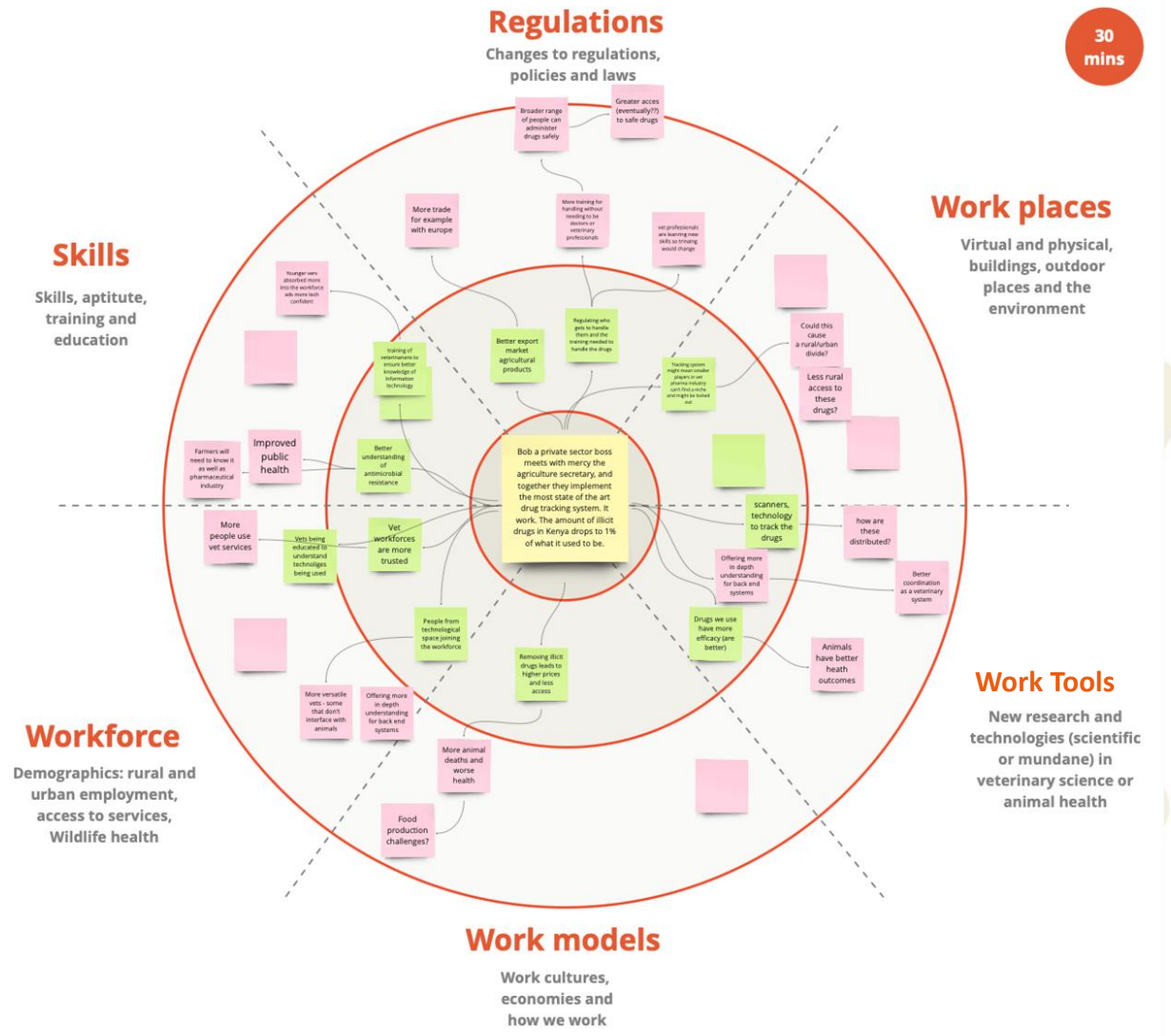
Your characters purpose:

Sade is a vet technician from Lagos.

Their purpose is to do look after wild animals in order to preserve their health and stop poaching using drones and AI.

Workshop Methods: Futures Wheels

30 mins





Angel
Mwangi



Diana Jesca
Nyasuna



Donat
Ngirarubanda



An Invitation

Come and participate in the special event:
'Youth Perspectives on Futures of the Workforce'

14h00 - 16h00

Mt Kilimanjaro