



# 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



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# Structure of the CAHWs guidelines

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# Structure of the curriculum

1. CAHWs scope of work
2. Basic principles of animal health
3. Animal husbandry and production
4. Basic clinical and husbandry procedures
5. Basic animal disease management
6. Sampling procedures
7. Veterinary Medicinal Products
8. Population disease management
9. Keeping food safe
10. Engaging with the community
11. Running a sustainable service

# Structure of the curriculum

Competences  
■ Core ■ Additional

MODULE	Competency number	Description	Number of learning outcomes
1 CAHW SCOPE OF WORK	1.1.1	CAHWs describe and apply the regulatory framework under which they work.	4
	1.2.1	CAHWs explain and apply the code of practice and ethical standards under which they must operate.	4
	1.3.1	CAHWs adopt an approach to their work that considers the social, economic, gender and cultural context of their community.	2
	1.4.1	CAHWs explain the importance of their work in animal health within the context of One Health and engage with key One Health partners within their community.	4
	1.5.1	CAHWs describe their role in participating in disaster management activities with relevant coordinating authorities.	3
TOTAL number of learning outcomes FOR THIS MODULE			17
2 BASIC PRINCIPLES OF ANIMAL HEALTH	2.1.1	CAHWs explain basic anatomy, physiology and behaviour in order to distinguish healthy from sick animals as a basis for client communication and for taking appropriate action(s).	4
	2.2.1	CAHWs identify specific anatomical locations for administering substances and taking samples, in line with their scope of work and national regulations.	2
TOTAL number of learning outcomes FOR THIS MODULE			6
3 ANIMAL HUSBANDRY AND PRODUCTION	3.1.1	CAHWs recognise the different elements of animal husbandry and production that can contribute to disease causation, decrease animal production, reduce welfare and negatively impact the health of the environment.	1
	3.2.1	CAHWs identify and advise on locally relevant practices related to: housing and shelter; nutrition and feeding; breeding; animal health management; transport; sanitation and hygiene, as they relate to animal disease, animal health, production, animal welfare and the health of the environment.	7
TOTAL number of learning outcomes FOR THIS MODULE			8
4 BASIC CLINICAL AND HUSBANDRY PROCEDURES	4.1.1	CAHWs handle animals properly and use appropriate physical restraint techniques.	3
	4.2.1	CAHWs perform a basic clinical examination of the animal(s) with which they work and clearly communicate findings to relevant parties (the examination should include a basic individual animal and/or group history, a simple physical examination to identify signs of disease and an examination of the environment).	4
	4.3.1	In line with the regulatory framework and within the scope of their work, CAHWs accurately determine and safely administer the correct medication for relevant local diseases or syndromes and advise the animal keeper/owner on follow-up care, withdrawal periods and/or any other precautions that may need to be taken.	7
	4.4.1	CAHWs keep records of care and treatments to facilitate supervision.	1
	4.5.1	CAHWs safely perform basic clinical and husbandry procedures while adhering to the regulatory framework within which they work.	4
TOTAL number of learning outcomes FOR THIS MODULE			19
5 BASIC ANIMAL DISEASE MANAGEMENT	5.1.1	CAHWs explain, in simple terms, the main categories of disease causation: infectious, parasitic, traumatic, metabolic/nutritional, toxicological and genetic.	2
	5.2.1	CAHWs describe and recognise the clinical signs of relevant local diseases and can report clinical findings when required.	2
	5.3.1	CAHWs identify potential zoonotic risks with in their communities and explain to community members the precautions and practices that must be implemented to avoid transmission.	2
	5.4.1	CAHWs identify the appropriate preventive and control measures for relevant local diseases and determine the correct treatment.	4
	5.5.1	CAHWs provide appropriate care and treatment to support the welfare and recovery of animals showing common signs of disease (the cause of which may or may not be known).	3
TOTAL number of learning outcomes FOR THIS MODULE			13

- 11 training modules
- 40 competencies
  - 22 core competencies
  - 18 additional competencies



# Structure of this document

**This is a competency-based curriculum designed to align specific competencies with clearly defined learning outcomes, ensuring that learners graduate with the skills and knowledge required to excel in their field.**

# How to use this document?

Users are encouraged to tailor their curriculum to meet the specific needs of their country, using the provided learning outcomes as a foundation in line with the guidelines.

# How to use this document?

However, core competencies must be included in all CAHWs training programs, regardless of the tasks or functions expected of them.

Additional competencies are optional and can be integrated with the core competencies to create a curriculum tailored to a country's specific needs.

A faint, light orange outline map of the world is centered in the background. The map shows the continents and major country borders.

# How to develop your own curriculum?



The Modules and Units in the Curricula Guidelines were developed to deliver the Competencies and Learning Outcomes identified.

Each Unit describes discrete areas of training that allow students to achieve specific Competencies, which describe what the student will know and be able to do on completion of the Unit (KSAs).

Related Units are combined in the document to form indicative Modules, but Member Countries may choose to organise Units into a Module structure best adapted to their needs.

Unit

Unit

Unit

Unit

Unit

Unit

• Module

• Module

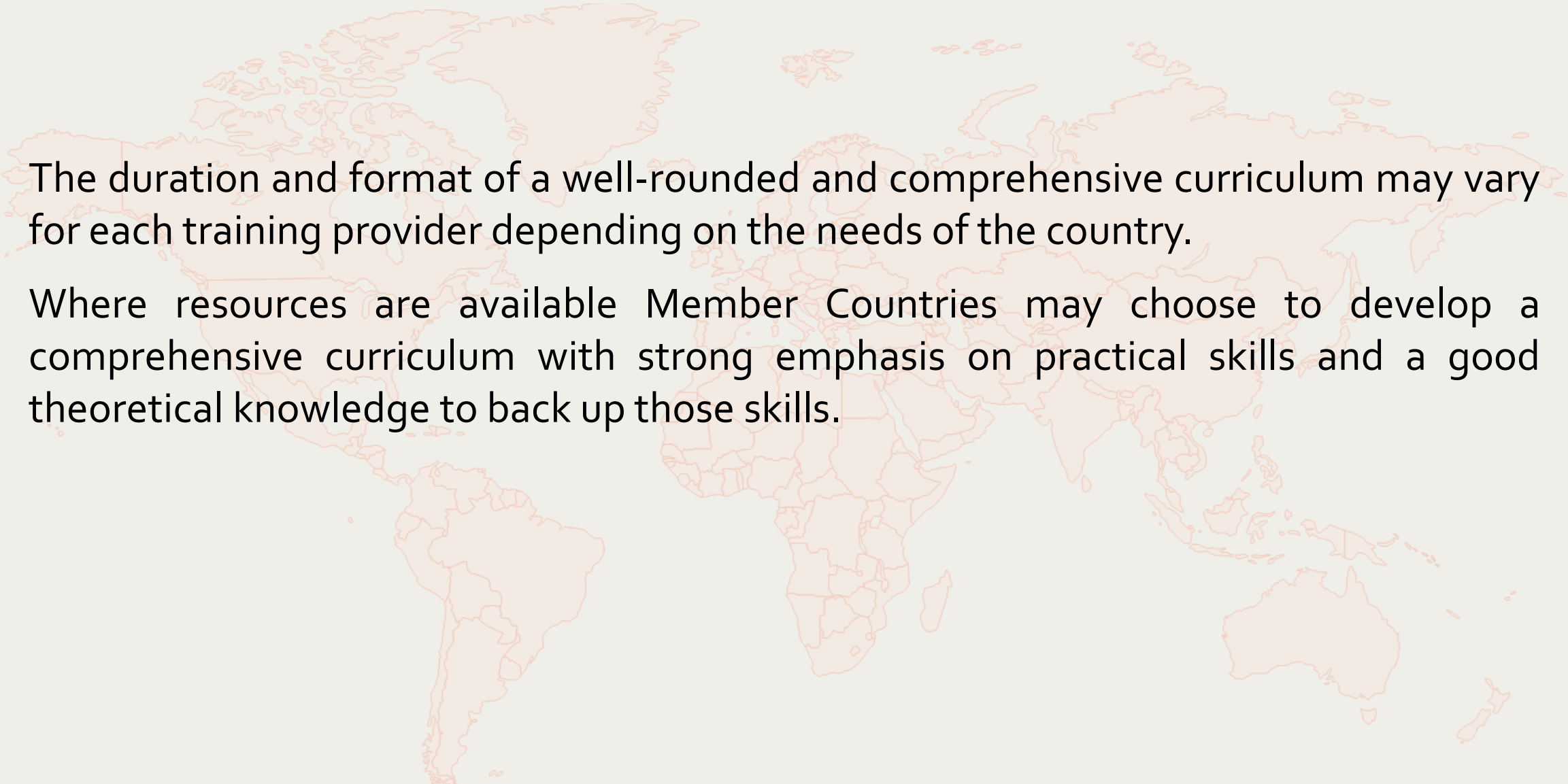
• Module



The Curricula Guidelines are designed to allow a modular approach to curriculum development.

The Units are presented within suggested Modules, but single Units can be added to Module within an established curriculum or re-arranged to make different Modules as appropriate for the qualification to be attained.

In circumstances where there is an urgent requirement for CAHWs because they are needed but are currently lacking, a Member Country may select a smaller number of those Units which are deemed most relevant and deliver a shorter curriculum with an emphasis on building practical skills, with the understanding that further theoretical foundations will be available in the future.



The duration and format of a well-rounded and comprehensive curriculum may vary for each training provider depending on the needs of the country.

Where resources are available Member Countries may choose to develop a comprehensive curriculum with strong emphasis on practical skills and a good theoretical knowledge to back up those skills.

## Exercise:

CAHWs are needed to provide both veterinary extension services and government regulatory services to livestock owners in a designated area under the rules of the Veterinary Statutory Body in the Country .

The CAHWs will be authorized by the VSB to provide these services to farmers on behalf of the government within a specific geographical area. In order for a CAHW to be authorized to carry out these specific activities, the VSB requires demonstration of specific competencies acquired through training at an approved training institution and or NGO.

### **Example Job Description**

The CAHW should be able to perform both the following tasks:

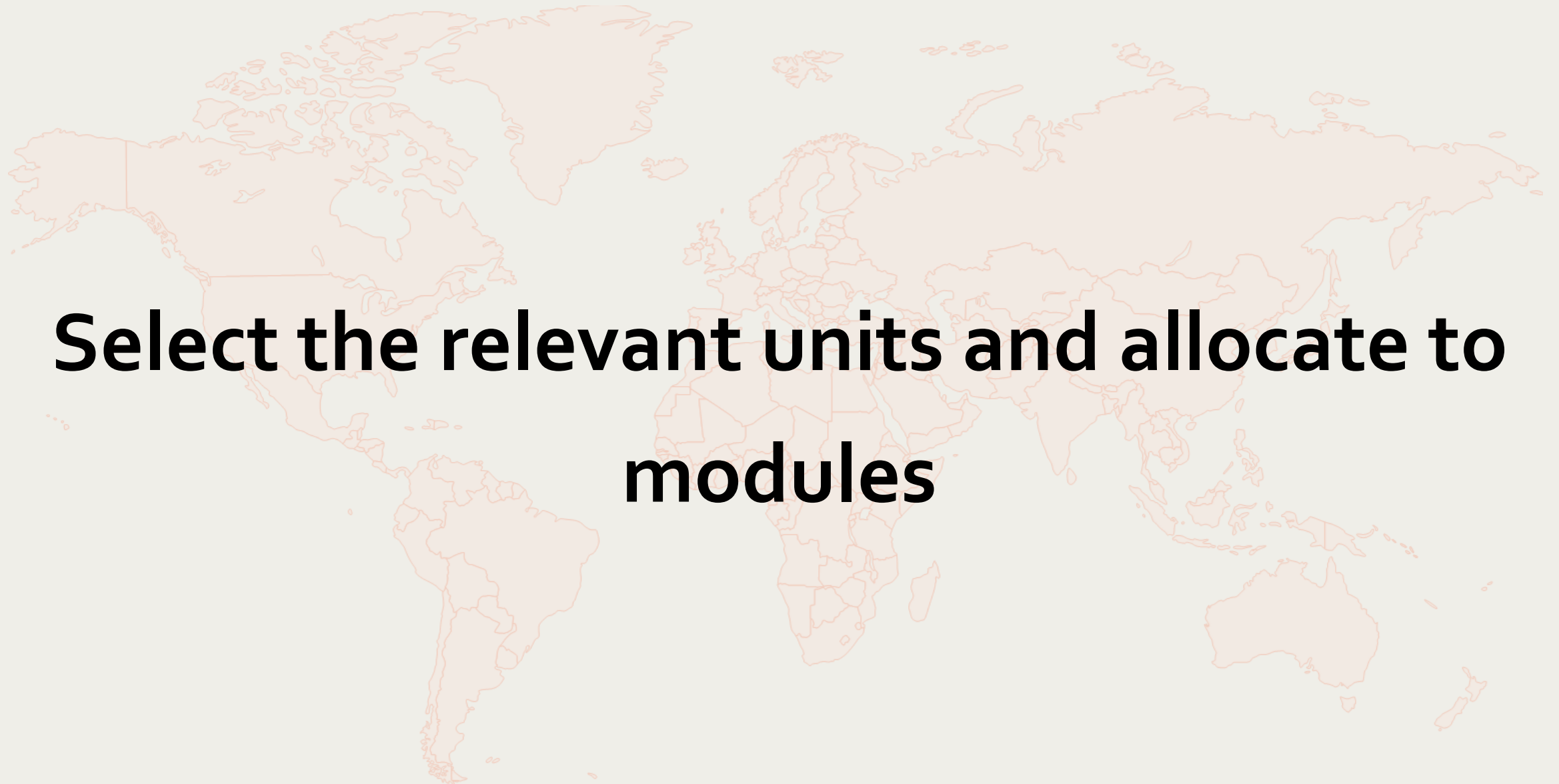
- Routine veterinary extension services; and
- Regulatory services e.g. disease surveillance, data collection and reporting



# How and where to start

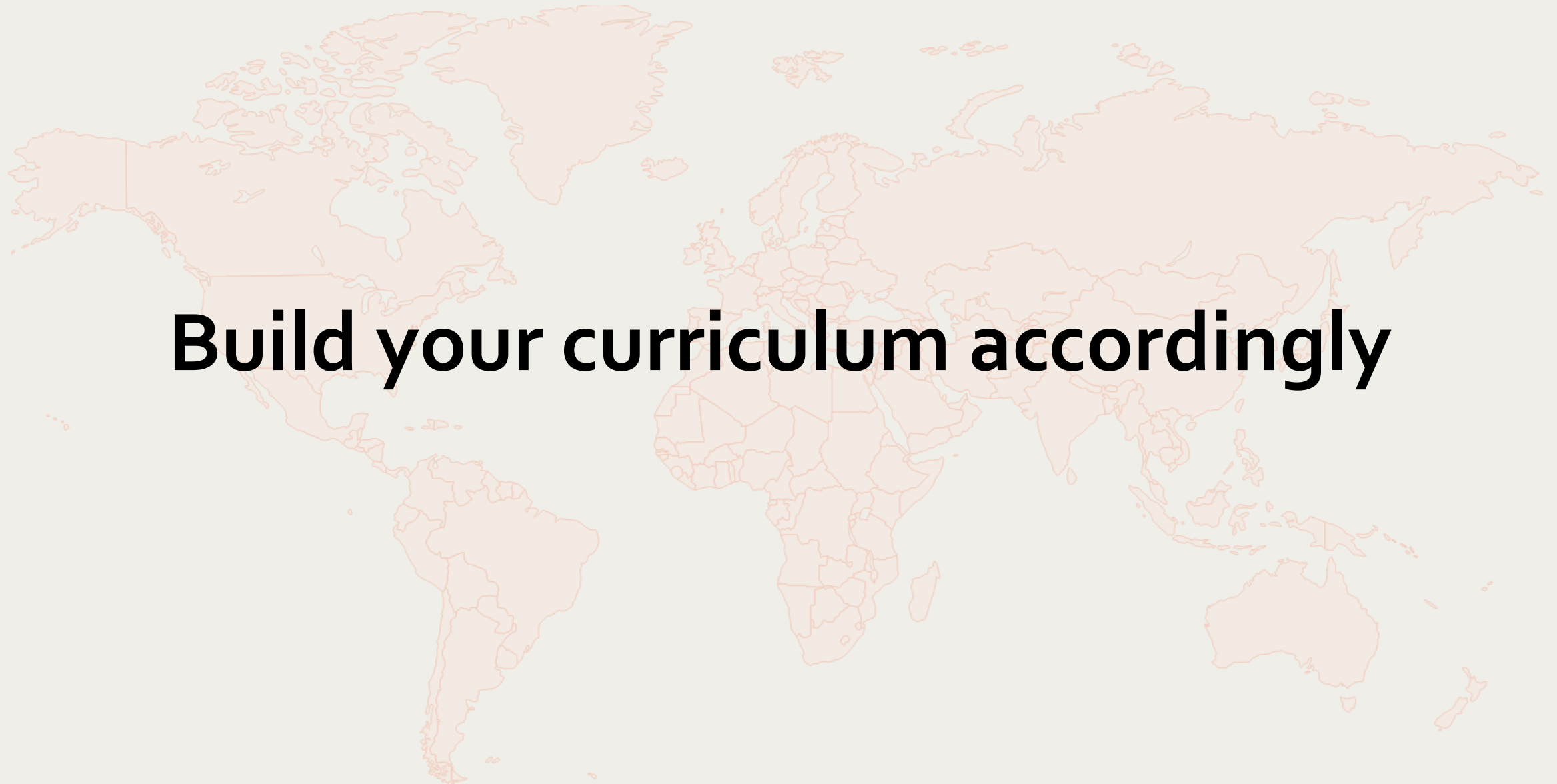


**Select the competencies relevant to the  
specified job needs.**

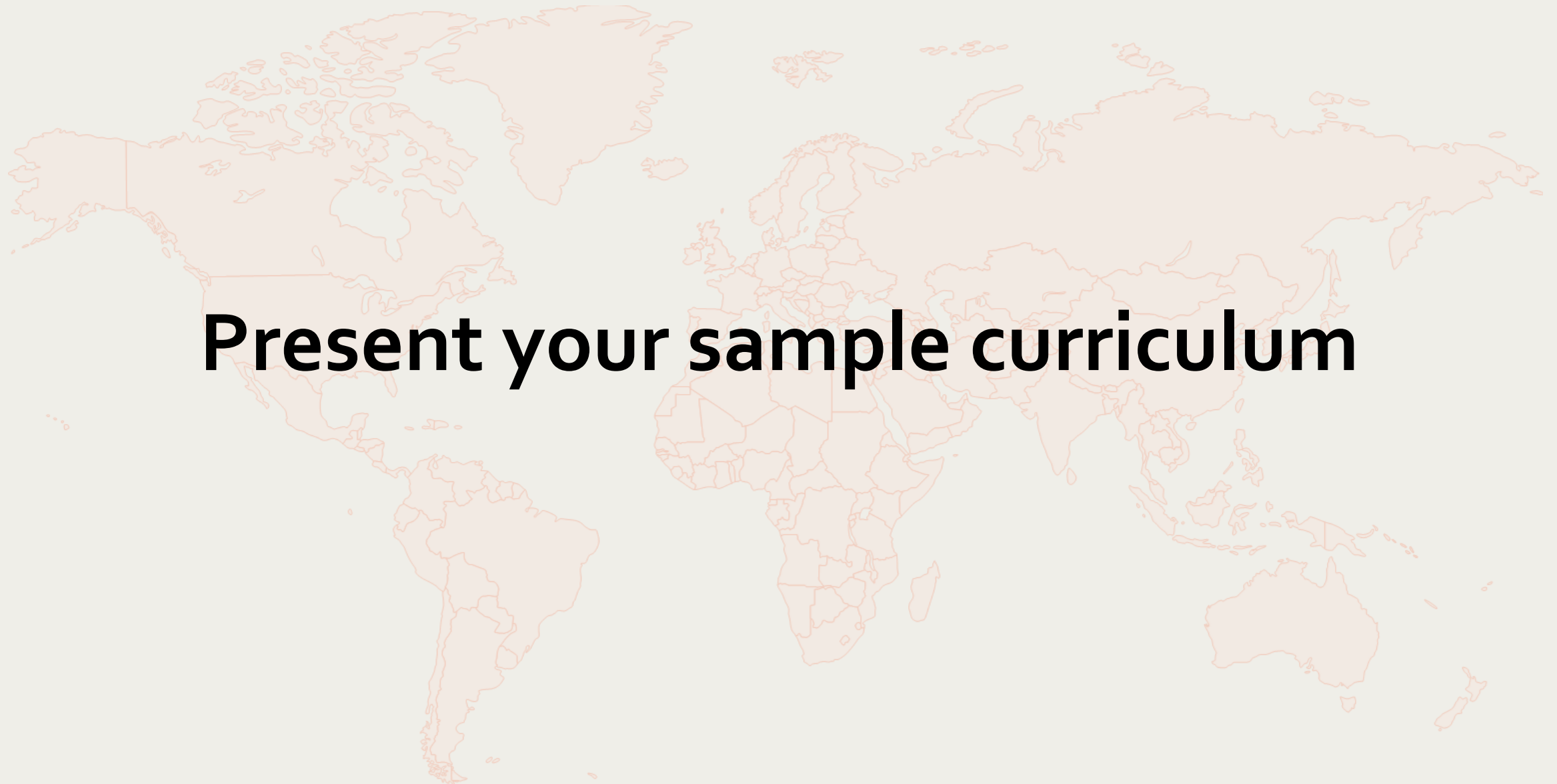


**Select the relevant units and allocate to  
modules**





**Build your curriculum accordingly**



**Present your sample curriculum**

## Conclusion

The WOAHA CAHW Guidelines clarify the curricula needed to appropriately train CAHWs around the world to fulfil the competency needs identified in the WOAHA Guidelines.

Training institutions and or NGOs may use the document to define and improve the quality and outcomes of CAHW training with emphasis on delivering the appropriate competencies.

Veterinary statutory bodies will also be able to use the document to better define the roles and responsibilities of CAHWs working in the veterinary domain.

The Guidelines contribute to competent CAHWs as well as the improvement of the quality of Veterinary Services around the world.

# Thank you

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