



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



Federal Ministry
for Economic Cooperation
and Development



BILL & MELINDA
GATES foundation

Simon Kihu





WOAH's Capacity building strategy in support of veterinary workforce deployment

Veterinary workforce deployment

Can be defined as

“The process of **assigning** animal health service providers (Public and Private) to work **in a systematic and organised way**, ensuring that the personnel are **qualified and assigned where they're needed** and that the **workload is distributed evenly**”.

A relevant enabling environment needs to be in place

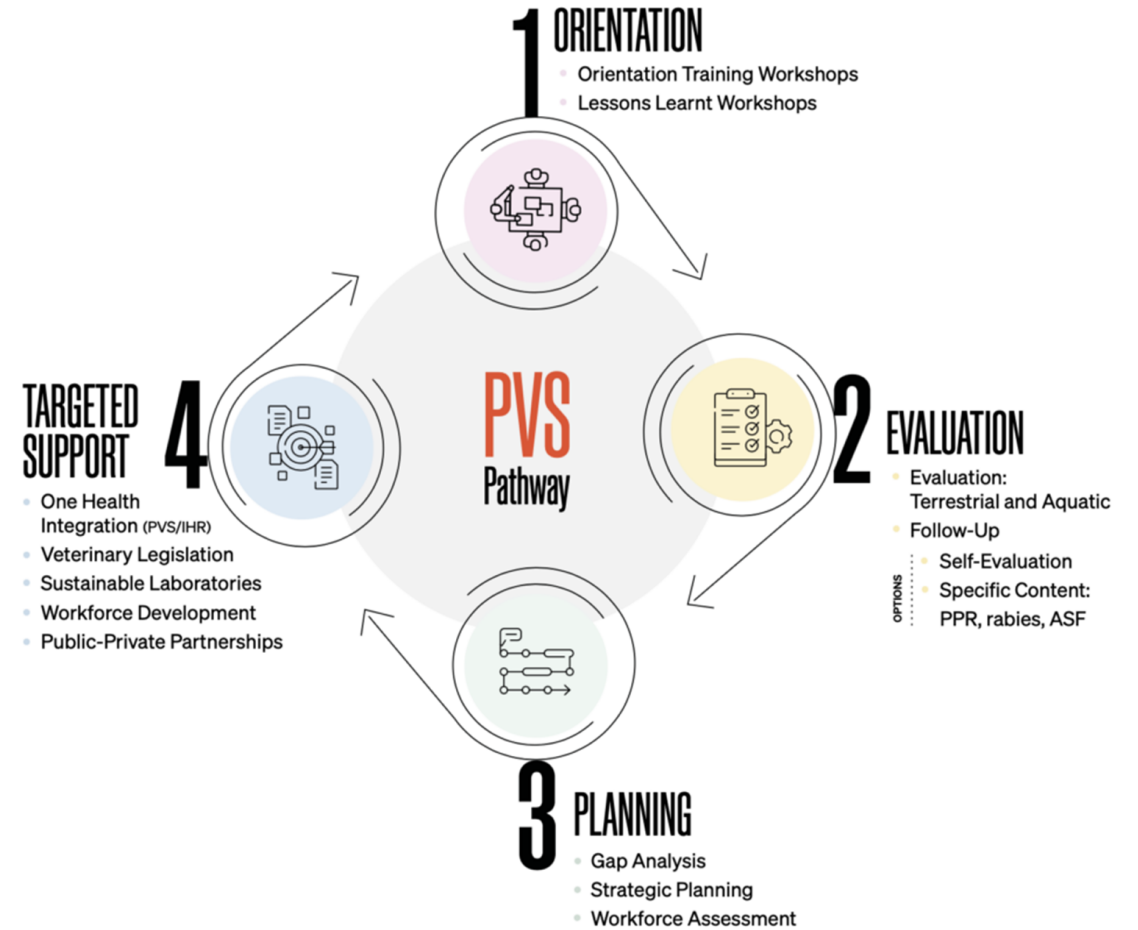
Supporting the strengthening of national Veterinary Services

- WOAHA is a unique intergovernmental organisation working with its partners towards a healthier and safer planet.
- Has built international consensus on the principles of good governance and the quality of Veterinary Services
- This is embodied by its international Standards that are recognised by the World Trade Organization (WTO)
- And therefore, recognises Veterinary Services are a global public good worthy of sustainable investment
- Supporting the strengthening of national Veterinary Services is core mandate of WOAHA based on its **flagship Performance of Veterinary Services Pathway programme**



Performance of Veterinary Services (PVS) Pathway Programme

- Provides voluntary, tailored support to WOAHA Members to externally assess the alignment of veterinary services with WOAHA international standards for Animal Health.
- Helps members identify goals for improvement and provides tools for supporting and monitoring progress
- Member request PVS support voluntary
- PVS is structured around four stages:
 - Orientation
 - Evaluation
 - Planning
 - Targeted support



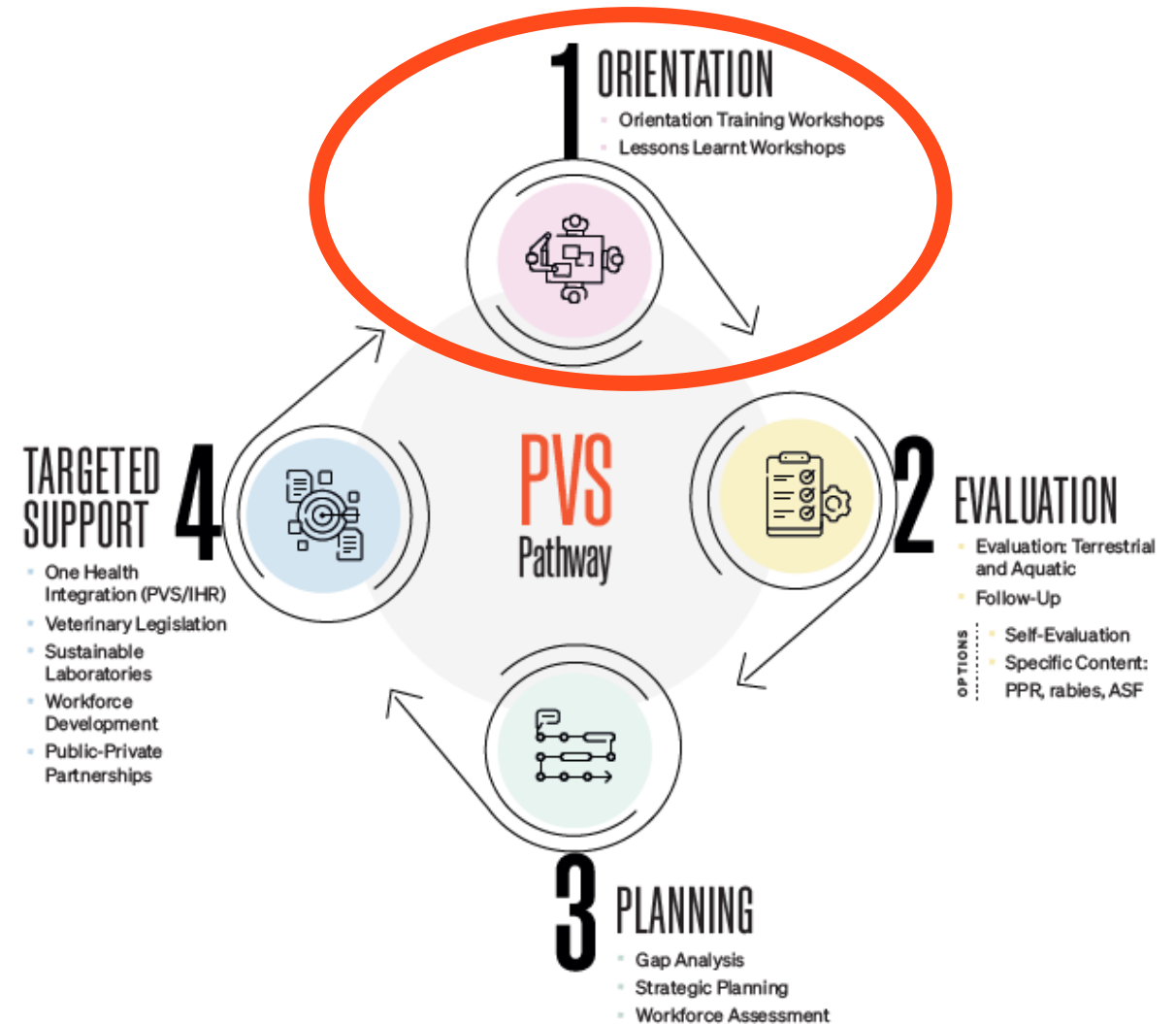
Stage 1: Orientation

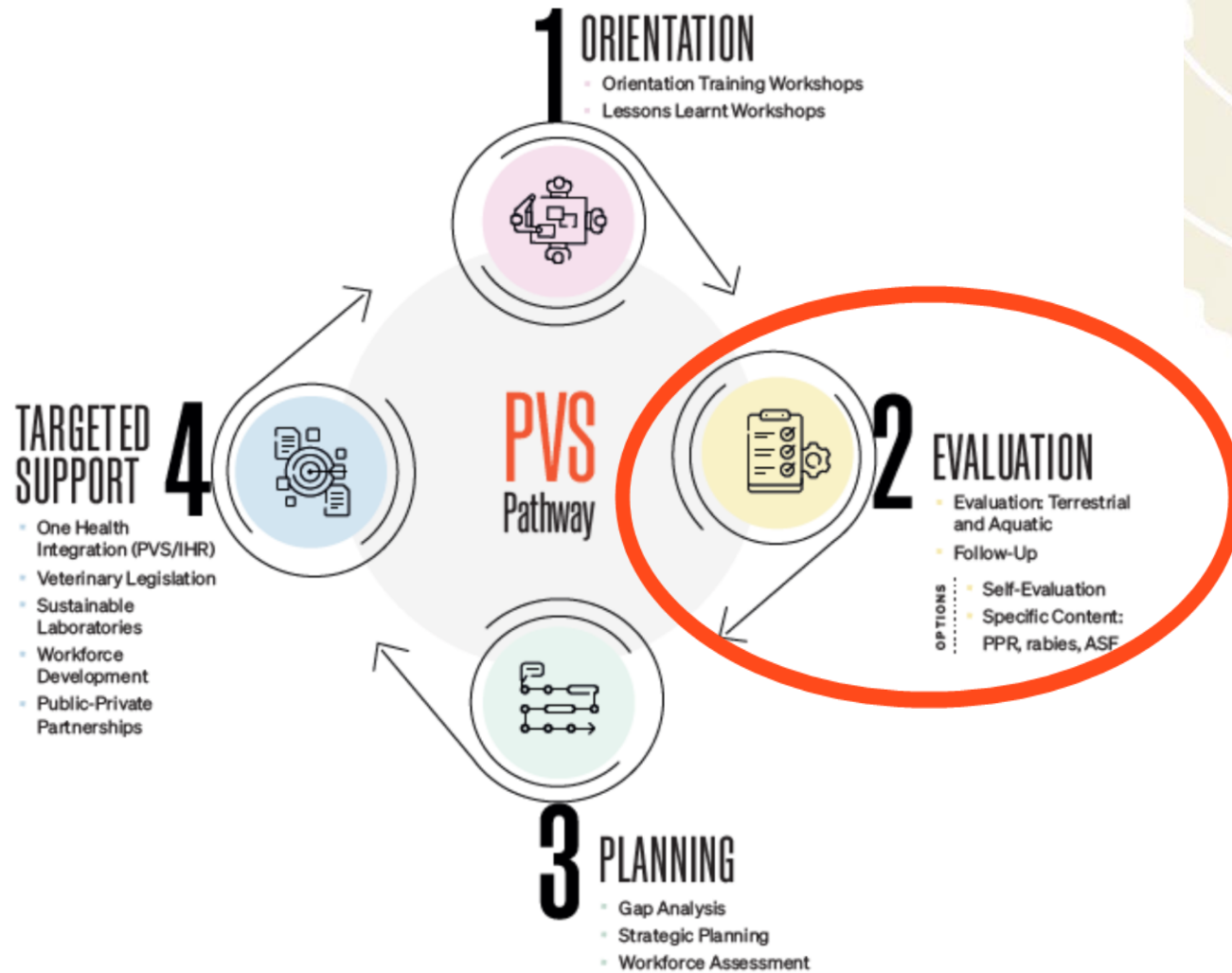
Objectives:

- To develop a better understanding of the WOAHPVS pathway programme
- Evaluation process and its evolution
- To facilitate preparations for the self-evaluation and WOAHPVS follow-up missions
- To identify candidates who might become PVS experts

The Orientation can be done

- Remotely
- E-learning
- Face-to-face



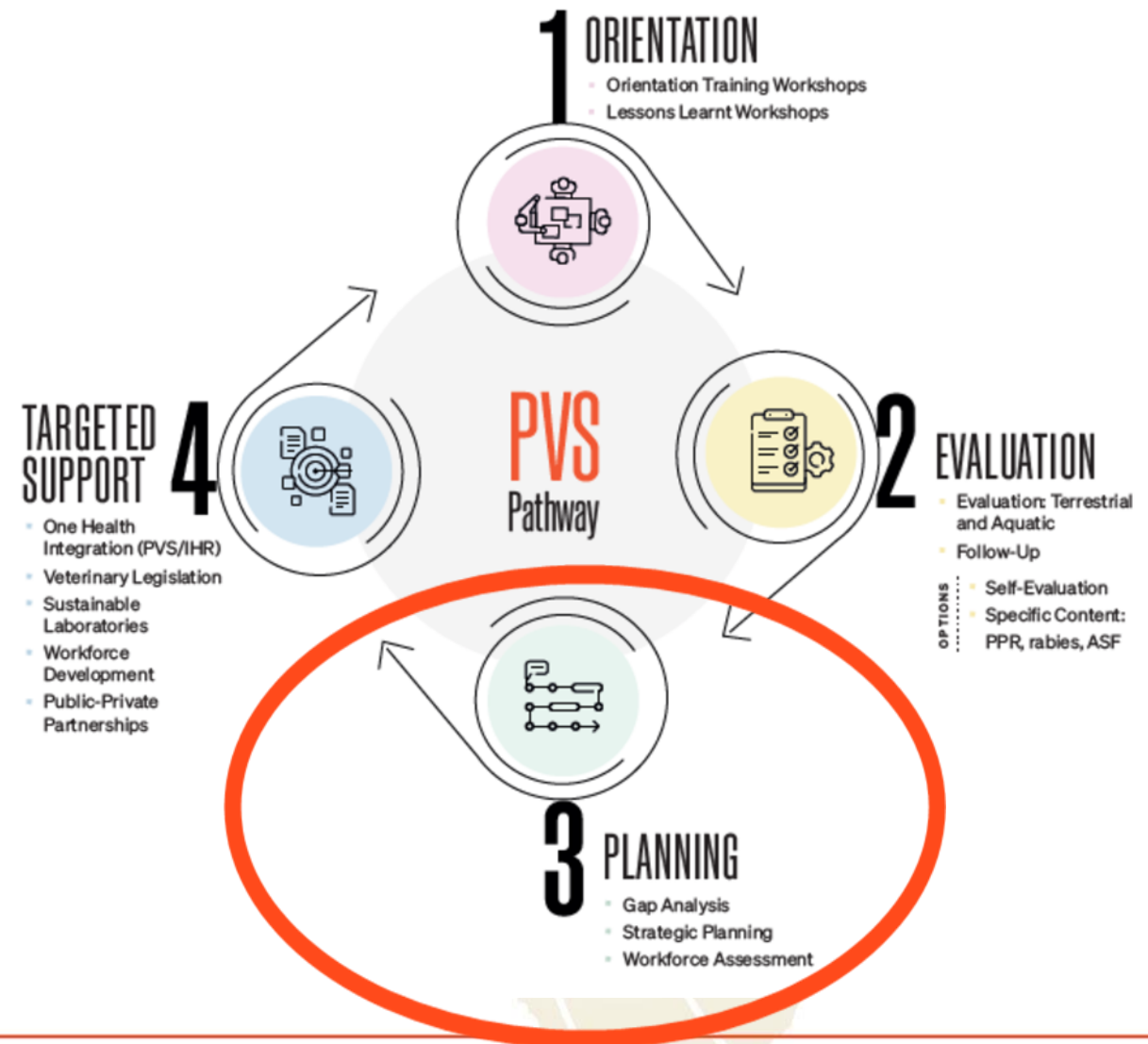


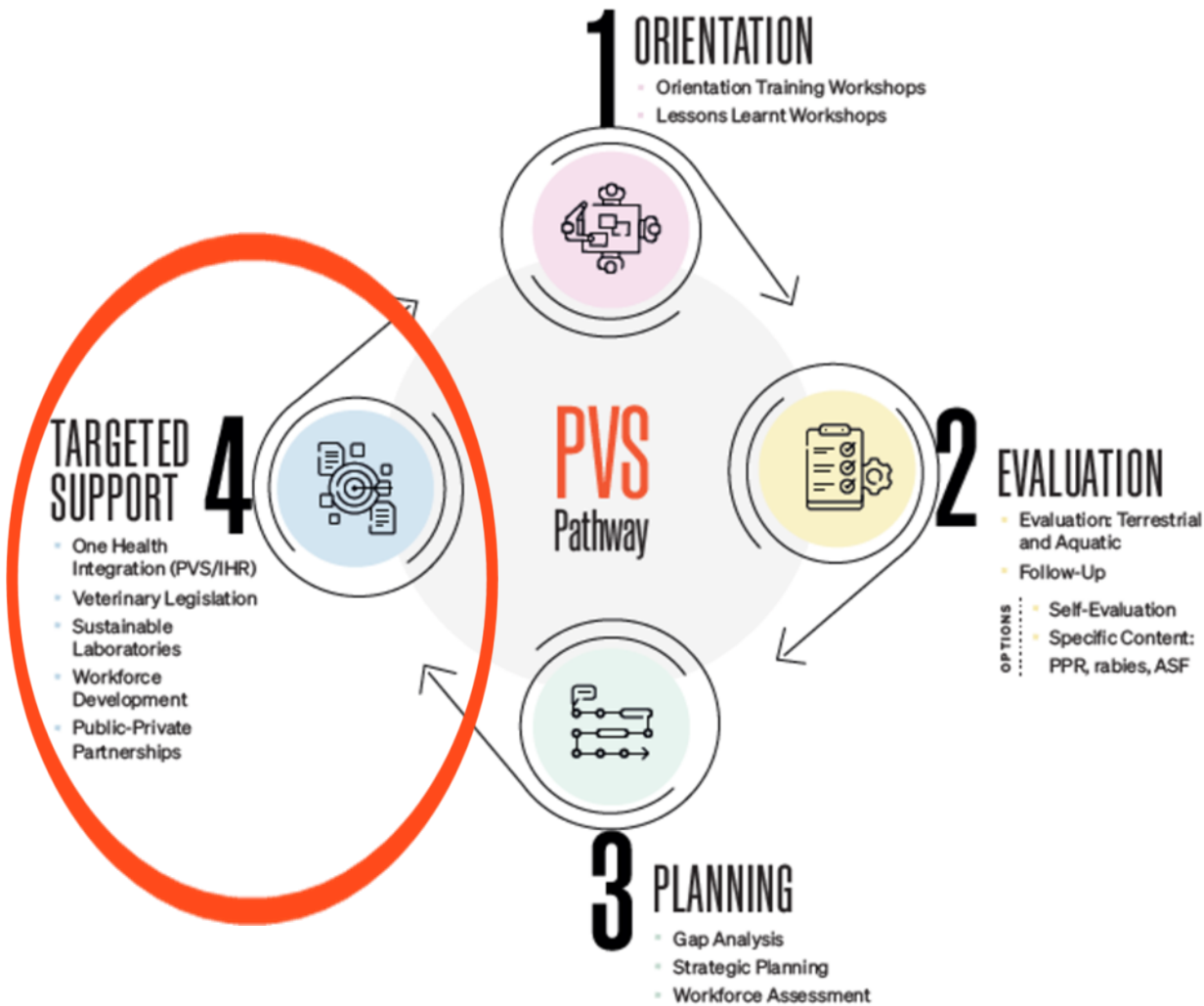
Stage 2: Evaluation

- The PVS Evaluation provides a voluntary overview assessment of the national Veterinary Services using 45 Critical Competencies (CCs) to identify gaps
- An in-country mission is conducted by WOAHPVS experts for 2 weeks

Stage 3: Planning

- Assessing the priorities and resources needed for efficient Veterinary Services is a challenge in all countries
- Gap Analysis, Strategic planning, workforce assessment are some of the tools used in planning stage.
- PVS Gap Analysis report can be used as an advocacy tool for relevant national and international financial support





Stage 4: Targeted Support

- One Health Integration (PVS/IHR)
- Sustainable Laboratories
- Veterinary Legislation Support Programme
- Workforce Development
- Public-Public Partnerships (PPP)

Targeted support One Health Integration (PVS/ International Health Regulations-IHR)

- National Bridging Workshops,
 - collaboration between human and animal health sectors
 - Joint efforts in rabies elimination
- Development of the information system for zoonoses (SIZE) at the national level and OH implementation
- PVS Experts on JEE missions for improved advocacy for animal health



Targeted Support: Sustainable Laboratories

Build Members' ability to advocate for sufficient resources by:

- Understanding the need for laboratory services
- Evaluating the real costs of service delivery
- Determining the resources needed
- Determining the overarching requirements for sustainability
- Delivering evidence-based insight for decision makers



The Veterinary Legislation Support Programme - VLSP

Why does **veterinary legislation** represent an **essential part of any veterinary policy** ?

Because it **provides the powers and authorities** necessary for the **VS** to **efficiently carry out its key functions** in the veterinary domain

Stage 1:
Identification
Mission
(1 week)

- **Assess compliance** of the national veterinary legislation with Chapter 3.4. of the WOA *Terrestrial Code*
- Provide **recommendations** for legal modernisation

Stage 2:
Agreements
(6-month
prep; 1 year
agreement)

- **Support in modernising** veterinary legislation
- **Strengthen** the Member's **capacity in legal drafting**



Targeted Support: Public private partnership

Public-Private Partnerships

To support Members to develop sustainable Public-Private Partnerships (PPPs) to strengthen Veterinary Services (in development and pilot phases)

Workforce Development

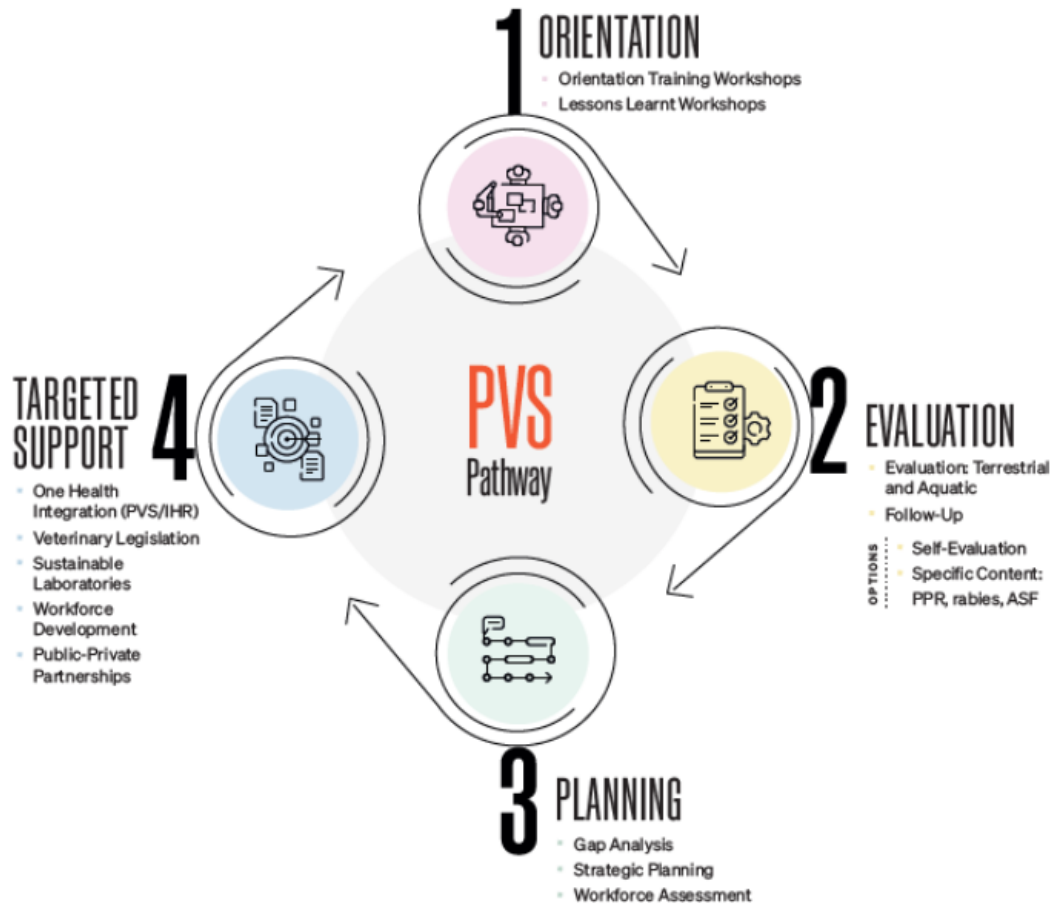
Veterinary workforce development in the eyes of Africa

NAIROBI, KENYA | BAMAKO, MALI

**Veterinary workforce
development: what is it
all about?**



Summary of WOA Tools to Support Veterinary Workforce Development



- **Workforce Assessment**
 - PVS Evaluation and Follow-up
- **Workforce Planning Support**
 - Gap Analysis
 - **New assessment tools (in development)**
 - National workforce development workshop
- **Enabling Environment Support**
 - **Legislation** – Veterinary Legislation Support Programme
 - VLSP Identification mission
 - VLSP Agreement
 - **Regulation** – Veterinary Statutory Body (VSB)
 - VSB Twinning
 - **VSB Planning missions (in development)**
 - **Education** – Competency and Curricula Guidelines for Vets and VPPs
 - Veterinary Educational Establishment (VEE) Twinning Programme
 - VPP Curriculum Support Missions

WOAH project activities in support of workforce deployment



Prevention and control of Transboundary Diseases (PC-TAD)

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

- Project activities

- Feasibility studies and engagement with VPP stakeholders
- VPP National Action Plan development
- PVS missions planned and developed enabling environment
- PPR vaccination activities in Kenya and Ethiopia

- Donor: BMZ
- Timeframe: 2020 - 2024



World Organisation
for Animal Health
Founded in 1924

Thank you

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