



TANZANIA ANIMAL HEALTH WORKFORCE DEVELOPMENT OPPORTUNITIES AND CHALLENGES

Mdetele D, Mngumi SB, Makungu S and Malinda B.L

Ministry of Livestock and Fisheries, P.O Box 2870, Dodoma, Tanzania

Context

Competent and capable workforce is very crucial to facilitate timely detection and prompt response to emerging and re-emerging health threats. Like other countries Tanzania is challenged with the fact that people, animals, and our environment are inter-linked and that a threat to one entity poses a threat to all. It is therefore prudent to have a multisectoral workforce that will facilitate preparation, prevention, response and recovering to animal health emergencies.

Descriptions

In achieving the animal health workforce development, the country has one higher learning institution on animal health and 20 colleges, where 8 are owned by government and 12 operated by private sector under close monitoring of the government. Moreover, public animal health professionals engage professional development trainings including WOA capacity-building activities. Other engagements are in-service Applied Veterinary Epidemiology programme and Field Epidemiology and Laboratory Training Programme (FELTP) that are anchored within the Ministry of livestock and other in Ministry of Health. Moreover there regional Virtual learning centers (EAC/SADC) supported by FAO also support the same. As well private sector professionals benefit on WOA capacity building services. Recently, the country has conducted a animal health workforce assessment and development of animal health workforce strategy 2023/2024 – 2027/2028.

Results

The country has managed to register 1078 veterinarian, enrolled 2,299 paraprofessionals, enlisted 2,550 paraprofessional assistants. Also, the government has licensed 904 meat inspectors, 71 laboratory technicians and 78 artificial inseminators. The effort has been to promote gender equity in the animal health workforce, awareness creation on policy and regulation among professionals. Among the challenges are graduates at all levels not optimally absorbed by either public or private sector after graduation causing them to lose interest on animal health work and start doing other activities. Lack of succession plan for experience sharing among professionals. Limited knowledge on the emerging issues like aquatic and insect health. Limited skills for resource mobilization for infrastructure development and adequately funding of animal health service provision due to shortage of soft and communication skills to influence decision makers on investing in animal health projects.

Conclusions and recommendations

Despite the challenges such as poor absorption of graduates into the workforce, lack of experience-sharing mechanisms, limited awareness of emerging issues like aquatic health, resource mobilization and communication skills for advocating investments in animal health. The country has made significant progress in enhancing its animal health workforce. For improvement of animal health workforce the following are recommended;

1. Good collaboration between the public and private sectors to create more job opportunities for graduates,
2. Good mentoring succession plans to promote knowledge transfer among professionals recommended
3. assessment on the knowledge games on emerging issues like aquatic and insect health and train the inservice and private practitioners.
4. Investment in soft skills and communication skills training for advocating investments in animal health.



Discussion panel during WOA Public Private Partnership workshop at



Icohort 5 SAVET practical session for trainee at Morogoro, Tanzania May 2024



Team of facilitators and coordinators for WOA Public Private partnership workshop at Mount Meru Hotel, Arusha Tanzania July 2024

