



A Case Study on Veterinary Work-Based Assessment and Mentorship in East Africa

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Context

Animal health practitioners who are competent and compassionate are essential for animal health and welfare. Baseline assessments conducted by Brooke East Africa (EA) identified a limited capacity among veterinary paraprofessionals (VPPs) in managing donkey cases. Brooke EA is implementing an Animal Health Mentoring Framework (AHMF) that focuses on enhancing practical skills and encouraging self-reflection, constructive feedback and positive practices.

Descriptions of Activities

AHMF is a work-based assessment which effectively helps to bridge skill and resource gaps and allows case-based mentoring to occur. The tool assesses 5 broad competencies namely; animal welfare advocate, communicator, clinical expertise, kit content and clinical governance

- 40 veterinary paraprofessionals (VPPs) in Kenya and Tanzania were enrolled onto the mentorship program
- The VPPs were assessed on at least one clinical case per quarter between April 2019 and March 2022
- Overall VPP performance was categorized as unsatisfactory, requires improvement, good and outstanding

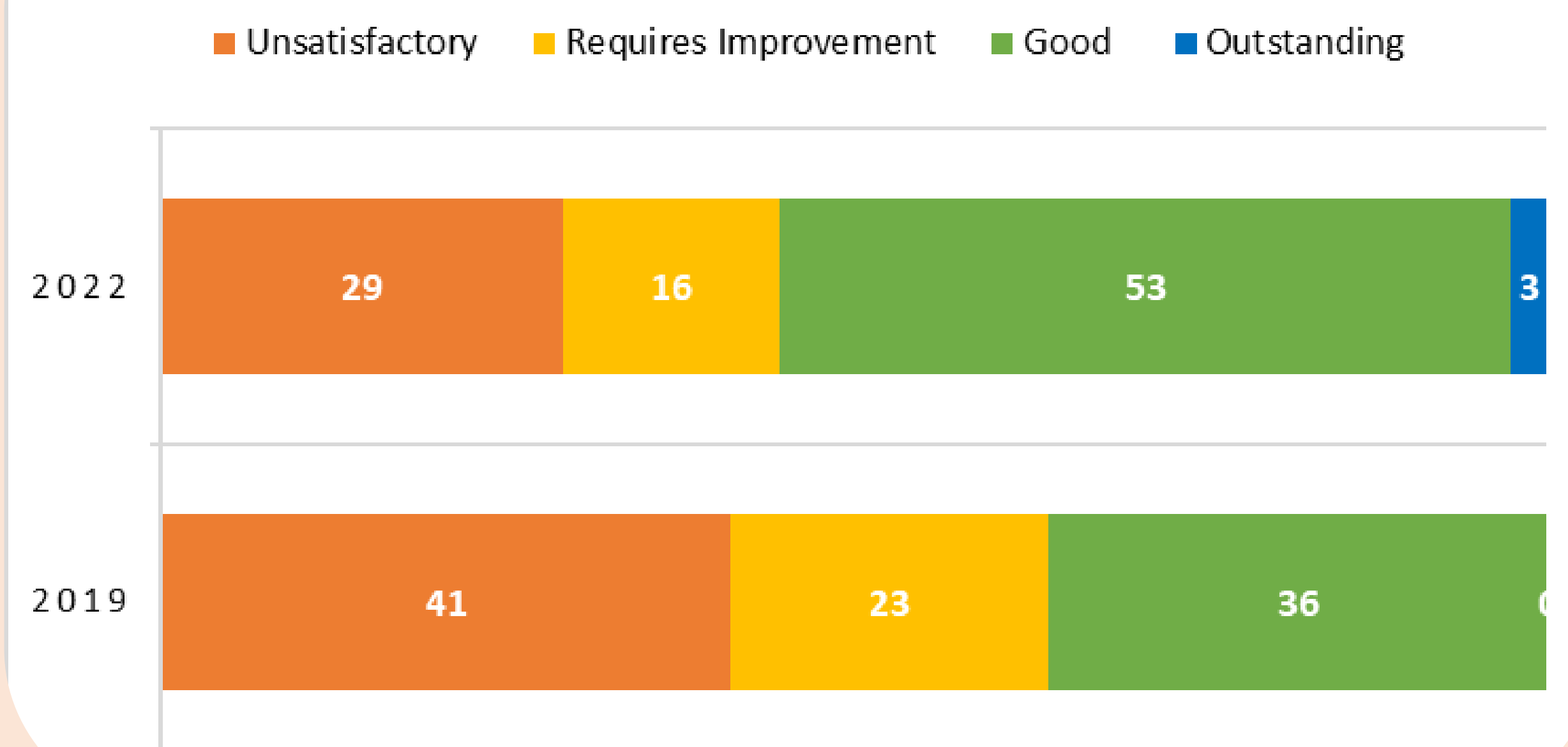
Assessment Results

- Overall VPP performance: 'good' improved from 36% to 53%, while 'outstanding' increased from 0% to 3%
- Significant improvements were noted on clinical expertise competency where VPPs performance improved from 62% in 2019 to 74% in 2022. This competency assessed VPPs ability to conduct full clinical examination, interpret findings, calculate, and correctly administer medicine
- Kit content competency improved from 49% in 2019 to 55% in 2022. In 2019, pain relief drugs in the East African market were few and quite expensive. Brooke East Africa's engagement with veterinary pharmaceutical companies has seen a gradual increase in a variety of affordable pain relief drugs and improved VPP access to other essential medicines

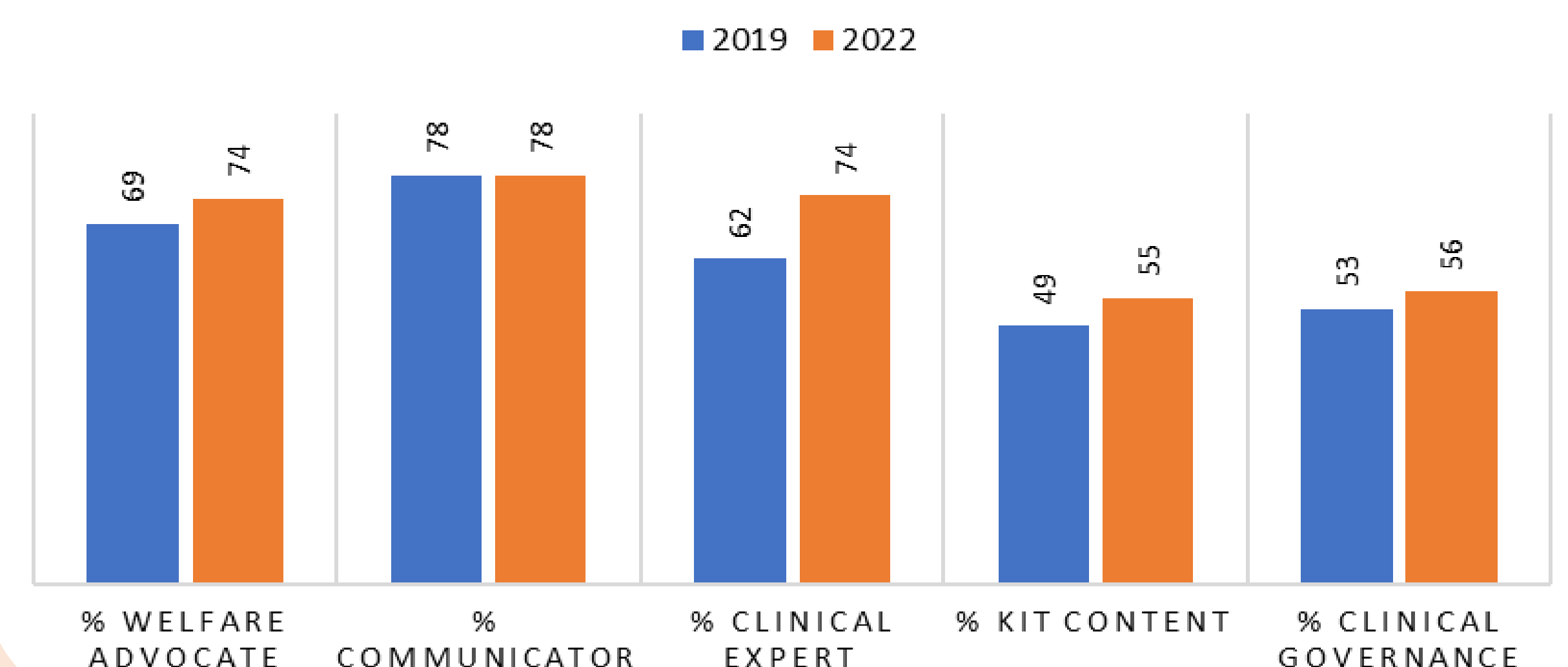


Mentor (blue) guiding mentee (maroon) on how to locate the jugular vein on a donkey

OVERALL PERFORMANCE



COMPETENCY ANALYSIS



Conclusions and recommendations

- The AHMF is an effective work-based assessment and mentorship tool which allows for mentors to identify individual and group VPP training needs. Addressing these needs leads to improved quality of animal health services
- The tool further helps identify veterinary supply chain gaps which when addressed results in increased availability, access and affordability of essential veterinary medicines
- The AHMF tool should be adopted by training institutions, veterinary regulatory and compliance agencies to ensure that animal health practitioners are competent and delivering quality animal health services**