



YOUTH PERSPECTIVES ON FUTURES OF THE VETERINARY WORKFORCE IN AFRICA

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Context: Using foresight in a VUCA world

Futures thinking helps consider the implications of change and continuity and to imagine the range of possible futures. Foresight methods allow people to explore how actions in the present will influence and shape futures, and learn from and prepare for multiple possible futures, in a volatile, unpredictable, complex, ambiguous - "VUCA world".

Training future workforces can take between one to ten years. Understanding the context in which animal health management is evolving, and considering the learning needs over time, can influence our vision, plans, recruitment strategies, training priorities and many other decisions that are made now.

Activities

WOAH conducted consultations with more than 80 young people from more than 12 countries from the veterinary domain in Africa, including veterinary and veterinary paraprofessional students, research students, and recent vet and VPP graduates. Foresight research and consultation included: trends analysis, expert interviews and domain mapping.

Three workshops were convened (two online, in English and French), and one face to face event in Nairobi in English. Recommendations from the workshops were synthesised and reviewed by the project stakeholders. These recommendations will be presented for further analysis at the WOA conference *Towards a more resilient veterinary workforce for Africa 2024*.



Critical uncertainties identified in workshops

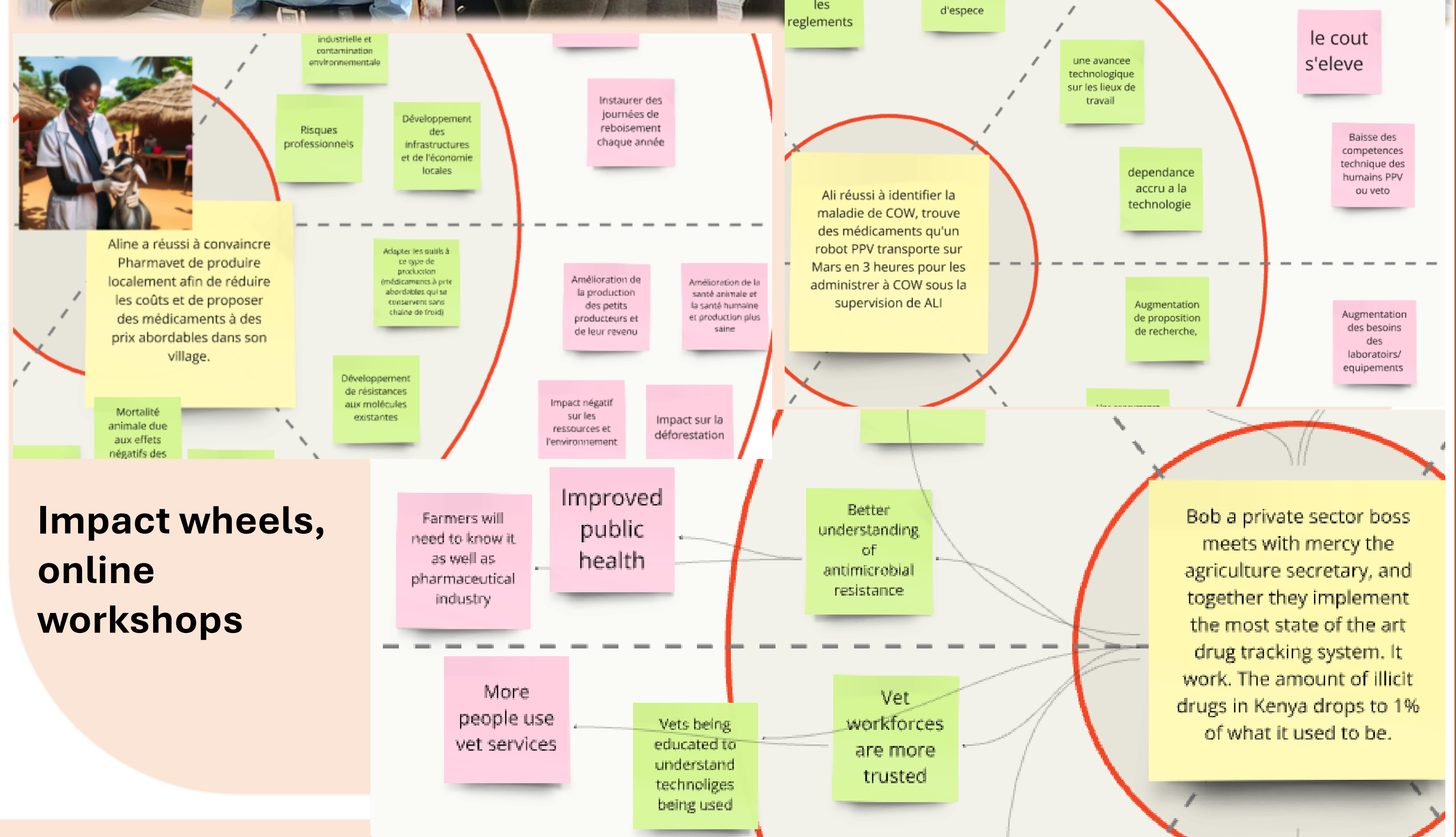
Future outcomes and changes that are difficult to predict or control, and can significantly impact the future

- Possibility of pandemic that could be equally lethal to animals and humans by 2040
- Global demand for animal products from Africa may reduce due to artificially-grown meat products
- Corruption possibly exacerbates inequalities including access to education, access to vaccines
- Possibility of Bioterrorism

Preliminary recommendations

- **Ethical Practices:** Ensure that ethical practices and veterinary deontological code are considered paramount through education and graduation to ensure that ethics and anti-corruption are central to the practice of veterinary para/professionals
- **Education:** Update curricula to align with regional and global trends, including animal welfare, antimicrobial resistance and bioterrorism preparedness
- Veterinary education should include safeguarding for mental health wellness for animal health professionals
- **Mental Health Support:** Veterinary para/professional associations to advocate for mental health awareness and support for veterinary professionals and paraprofessionals, involving public and private sector employers
- **Compensation Review:** Directorate of Veterinary Services to conduct regular reviews of salaries and stipends across veterinary professions to ensure fair compensation.

Face to face workshop, Nairobi, 16 October 2024



Impact wheels, online workshops

- **Diversity:** promote policies and actions which help the veterinary workforce become more inclusive with more diverse demographics, including youth, women, people with special needs, and ethnic minorities.
- **Global Market Access:** Develop strategies to position African countries competitively in global markets for animal products, led by relevant government departments and ministries.
- **Inter-Professional Collaboration and research:** Enact policies promoting collaboration among veterinarians, animal health technicians, and other veterinary professionals to enhance service delivery and sector efficiency.
- **Research:** Increase opportunities and investment for veterinary research
- **Youth voices:** integrate mechanisms for youth perspectives to input to strategies and planning around veterinary workforce development



World Organisation for Animal Health

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Thanks to all the participants of the three workshops, and project interviewees.



Federal Ministry for Economic Cooperation and Development

