



Survey on the professional integration of graduates from the National Zootechnical and Veterinary Training Centres (CNFZV) of Maroua, Jakiri and Fouban: 2010 to 2022

Tinak Satok Gaëlle Nathalie^{1,2} Fomban Benjamin¹

Ministry of Livestock, Fisheries and Animal Industries; ^{1,2}University of Yaoundé II Cameroon¹ - (+237) 697177103 - gaellenathe@yahoo.fr

Context

- Professional integration refers to the process of facilitating an individual's entry into the workforce in an environment that supports their ability to secure employment
- Nearly 7,200 veterinary paraprofessionals (VPP) have been trained in Cameroon over the past decade in the fields of animal husbandry, animal health, fisheries, aquaculture and veterinary public health.
- Despite numerous opportunities, employment is not always guaranteed on completion of training
- Professional integration rate in Cameroon is estimated at 41.7% in 2022 [1]. On average, around thirty VPPs are recruited each year to the civil service in the Livestock, Fisheries and Animal Industries (EPIA) sector [2]
- Need to continue the process of professionalization of VPPs and to develop a strategy to improve the socio-professional integration system in the EPIA sub-sector considering the key indicators of decent work
- Aim of the study: to assess the socio-professional integration of VPP in Cameroon.

Methods

- National descriptive study.
- Period: August 2022 to April 2023
- Target: VPPs from the National Zootechnical and Veterinary Training Centres (CNFZV), private sector employers and MINEPIA personnel managers.

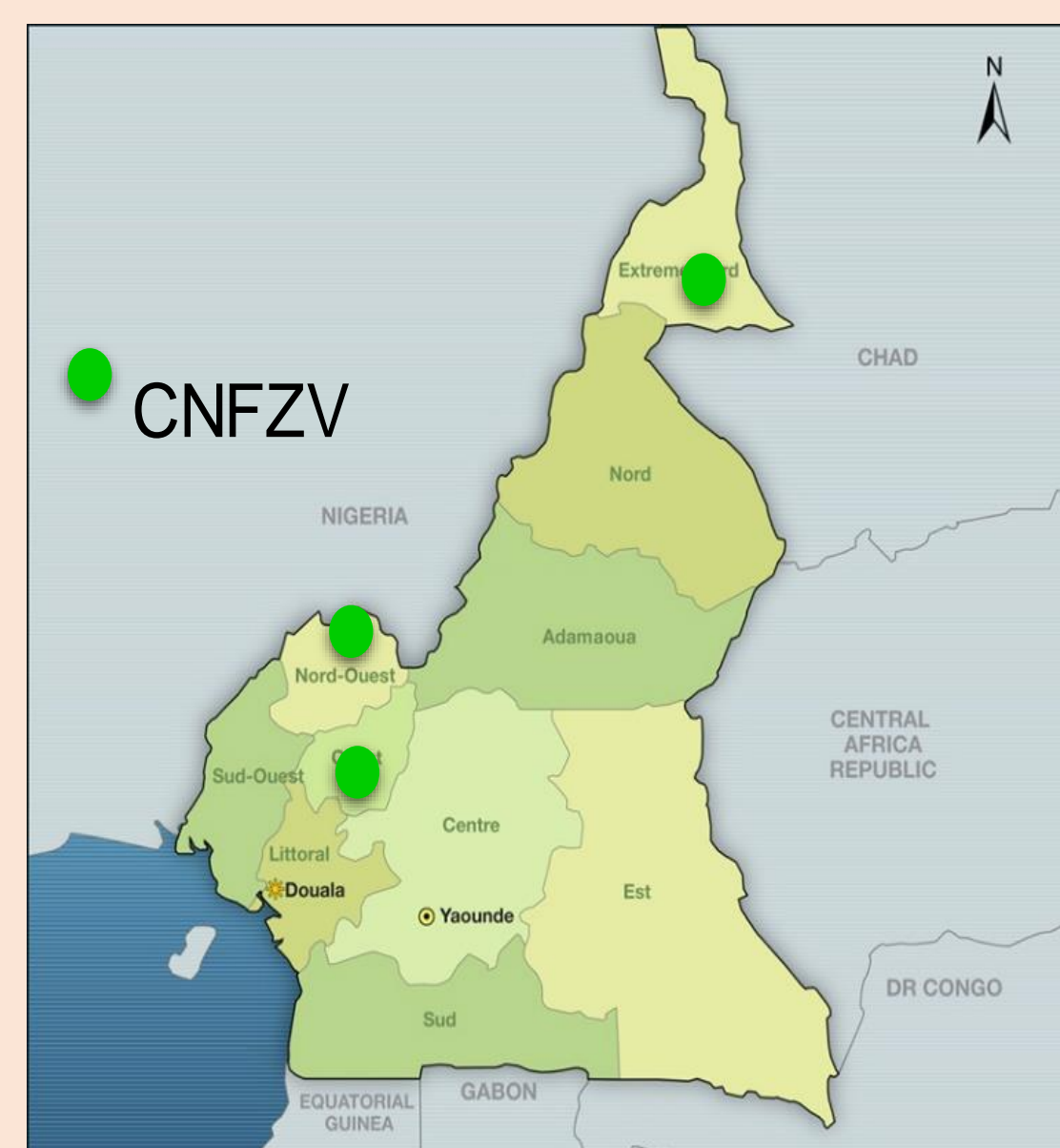


Figure 1: Mapping of CNFZV (Source: PCP AFOP)

- Step 1: Review of documents available at MINEPIA and in schools;
- Step 2: Development of data collection tools (questionnaire, interview guide), testing, adjustment;
- Step 3: Survey itself (online): Administration of the questionnaire to VPPs using Kobotoolbox and interviewing VPPs by telephone;
- Step 4: Data analysis: descriptive statistics using Kobotoolbox.

Results

1. Socio-demographic data

Variables		VPP (N = 939)
Number of respondents	CNFZV Maroua	43%
	CNFZV Fouban	29%
	CNFZV Jakiri	28%
Sex	Male (67%) – Female (33%)	
Entry level of VPP surveyed	GCE A level (43%), GCE O level (30%), Probatoire (28%)	
Predominant profile	VPP Cycle II (43%): Veterinary Nurses, Livestock Technicians and Fisheries Technicians	

Recommendations

- Develop a strategy for the socio-professional integration of VPP;
- Set up a fund dedicated to financing agro-pastoral projects;
- Create jobs and sustainable livelihoods while taking into account the International Labour Organization (ILO) indicators on decent work ;
- Strengthening technical and financial partnerships to finance the integration of VPP.

2. VPP Professional integration in Cameroun

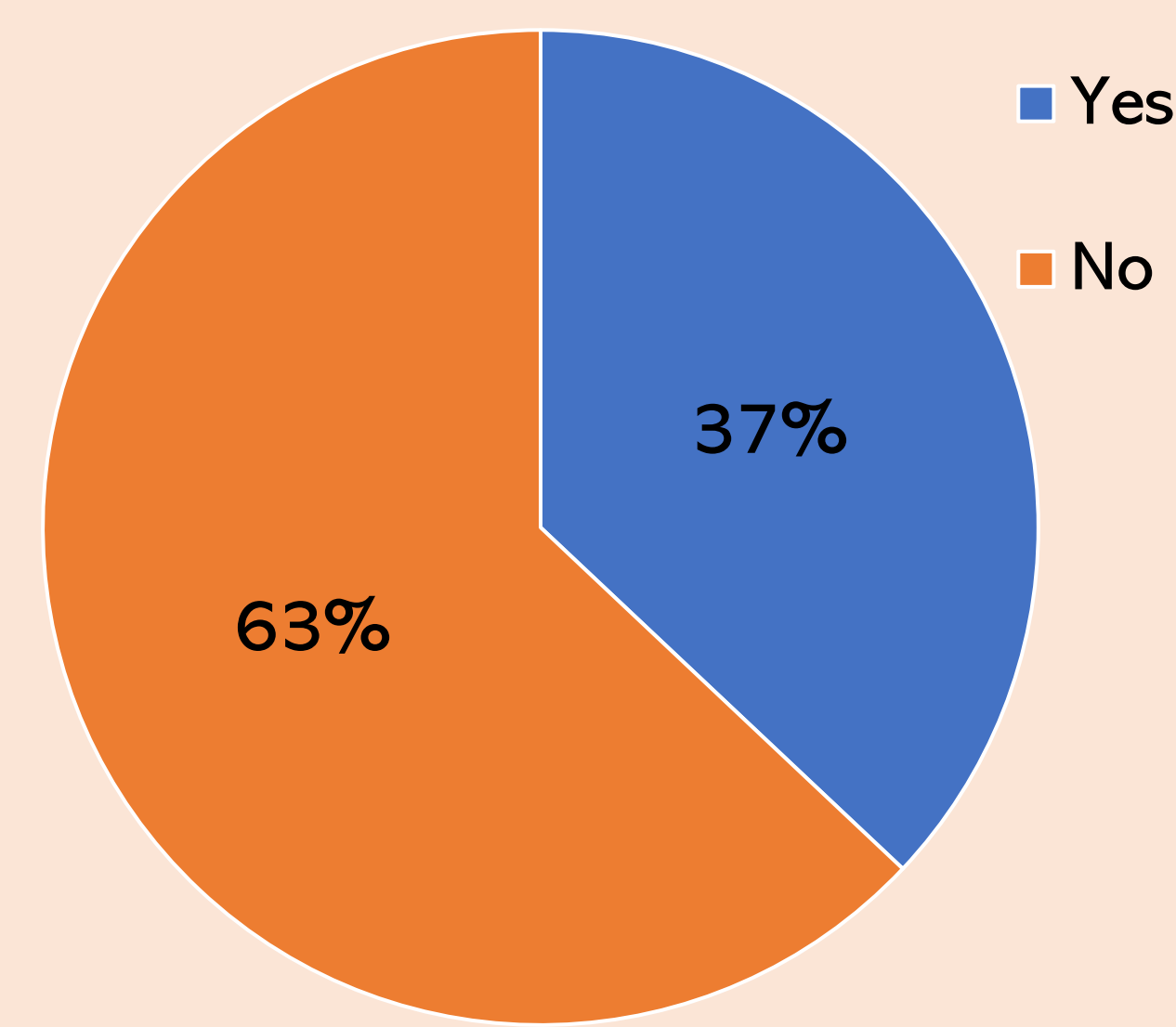


Figure 2 : VPP Professional integration rate from CNFZV

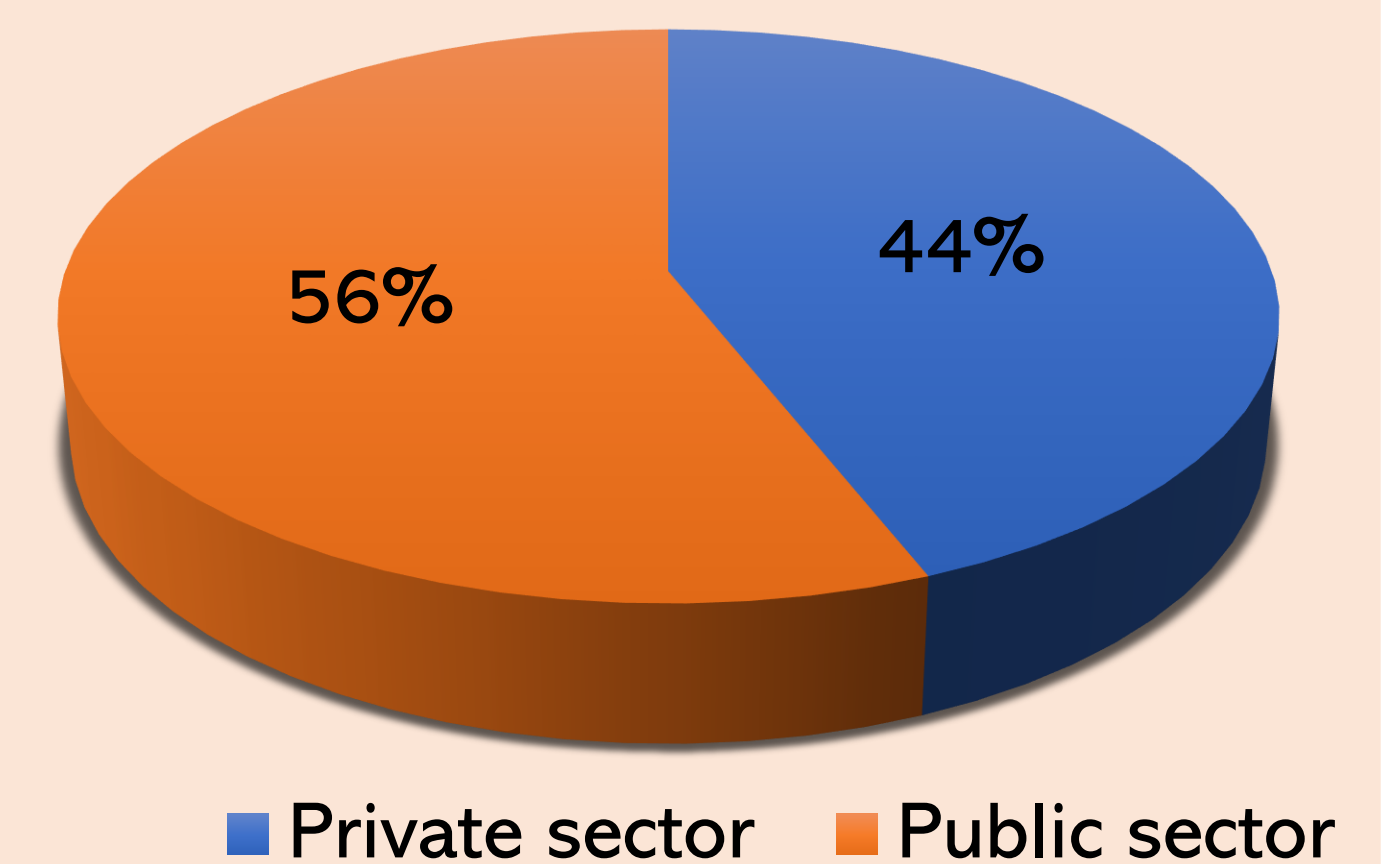


Figure 3: VPP professional integration by sector

3. field of activity

In the private sector, more than 43% are employed, with more than 85% working as salaried employees. Activity by sector:

- Animal and fish production;
- Animal health;
- Distribution and marketing of medicines;
- Animal feed and equipment.

4. Promoting factors and main constraints on socio-professional integration

Promoting factors

- Strengthening the initial training system for VPPs;
- Strengthening the existing mechanism for disseminating job opportunities and access to them;
- Promoting research and innovation and setting up a scheme to facilitate access to internships;
- Partnership and collaboration;
- Operationalisation of Career Information and Guidance Centres (CIOP);
- Setting up a fund to finance vocational training;
- Development of continuous training plans tailored to market needs.

Main constraints

- Lack of a national socio-professional integration policy.
- Inadequate support for youth in their search for employment and fund;
- Unsatisfactory initial training;
- Limited access to continuing training;
- Vocational guidance in hybrid mode;
- Access to land and taxation;

Conclusion

- Successful socio-professional integration depends on individual motivation, skills and qualifications, social and professional support, and opportunities.
- Post-training follow-up for young people remains a challenge.

Bibliographical references

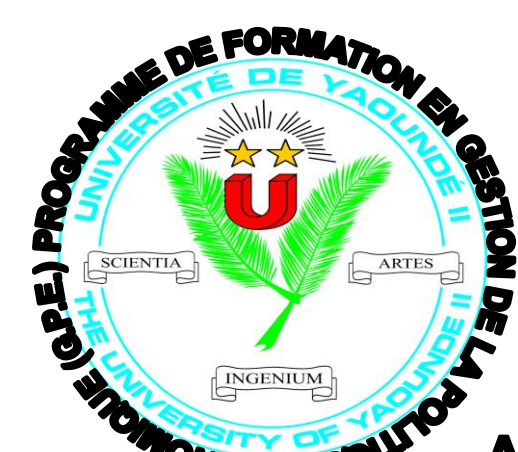
1. Dharam GHAI* Decent Work: Concept and Indicators International Labour Review, Vol. 142 (2003), No. 2. 38 pages.
2. Matrix of public vocational training offers of training structures under the supervision of MINEPIA, 2023. 20 pages.
3. National Institute of Statistics "Key figures and indicators of education and vocational training in Cameroon in 2021-2022", published on December 11, 2023



World Organisation for Animal Health

Organisation mondiale de la santé animale

Organización Mundial de Sanidad Animal



ATASPAC

