



World Organisation
for Animal Health



26th Conference of the Regional Commission for Africa

4 - 7 February 2025 Addis Ababa, Ethiopia

26^e Conférence de la Commission Régionale de l'OMSA pour l'Afrique (CR26)

4 - 7 février 2025 Addis Abéba, Ethiopie

**Dr Neo Mapitse,
Sub Regional Representative for Eastern Africa)**

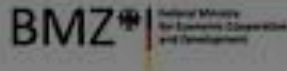
Ensuring a More Resilient Veterinary Workforce for Africa:



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



BILL & MELINDA GATES foundation



Outcomes of the Second Regional Veterinary WFD Conference,
Nairobi, KENYA

Overview of the Conference

Aim:

Address evolving needs of Africa's veterinary workforce with a focus on integration of Veterinary Paraprofessionals (VPPs) and collaboration with veterinarians

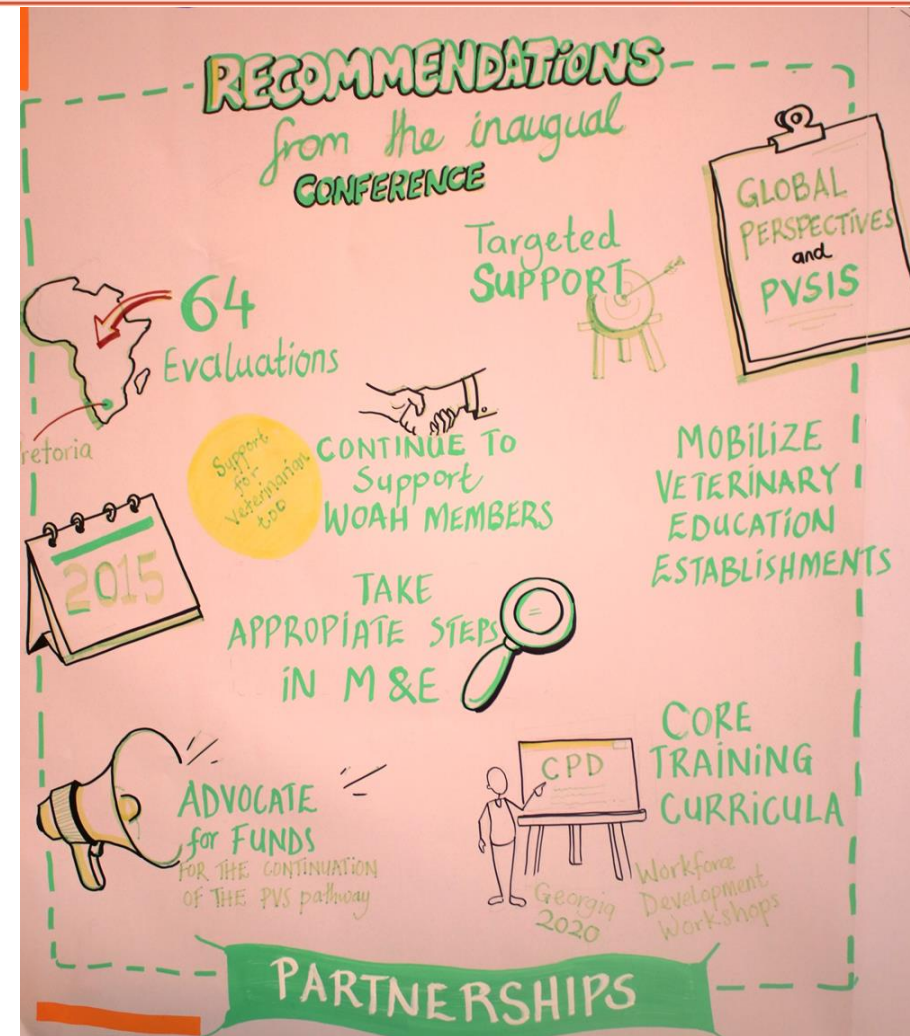
Background

Progress Since 2015

Achievements since but persistent challenges in

Key areas:

Education, legislation, gender equality, workforce competencies



Conference Main Themes



Workforce assessment
and development



Education



Sustainable services
and public-private
partnerships



Technical themes and
enabling environment
for effective Vet WF



Regional discussions



Thematic discussions

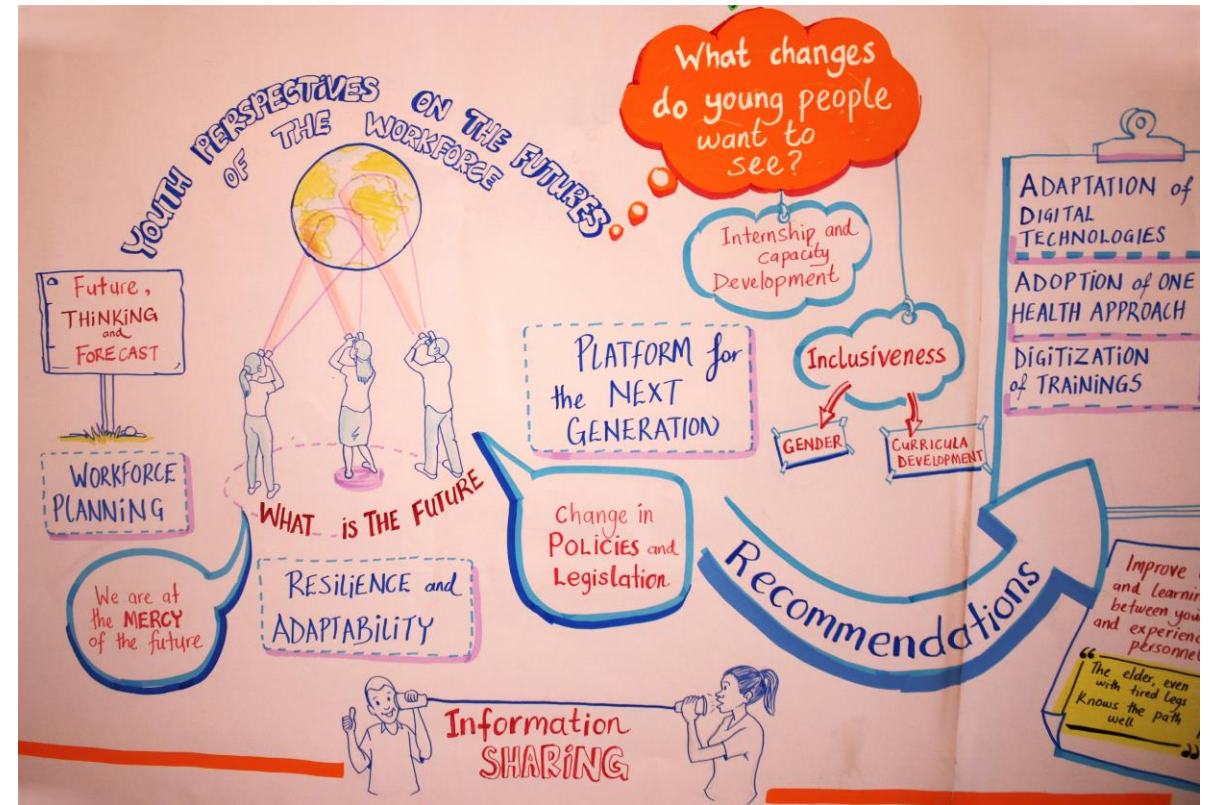
STATS: 5 plenary sessions, 23 technical sessions,

187 pax: VSBs, VPP, Vet and VPP Assoc, youth, Deans, policy makers, Delegates, partners

Workforce Assessment and Development

Youth Perspectives + Workshops

- Inclusion in workforce planning for adaptability and sustainability.
- Trends: AI integration, competency-based curricula, One Health collaboration, rural infrastructure.
- Intergenerational mentoring, partnerships
- Recommendations: Inclusivity, mental health support, pandemic preparedness training, digitization, align training with global health challenges ...



Workforce Assessment and Development

Evidence-Based Planning

- **Tools:** WOAHA Veterinary Workforce Assessment Tool, WHO Labour Market Analysis Tool – identify workforce gaps
- **Challenges:** Data availability, workforce distribution
- **Recommendations:** Data-driven policies, WOAHA support for systematic workforce planning (PVS Pathway)



Workforce Assessment and Development

Deployment for Disease Control

- Barriers: Unclear roles for VPPs, legal recognition for CAHWs, insufficient collaboration between public and private sectors
- Recommendations: Clear role definitions, legal frameworks, PPPs, telehealth adoption, government investment in VS

WFD Strategies for Improvement

- Rural workforce retention, government incentives, private sector investment
- Tools: WOAHA's PVS Pathway, WHO's Health Labour Market Analysis
- Recommendations: Forming working groups, leveraging international support for sustainable workforce solutions



Education

Competencies for Digital Learning

- Focus: Improving digital learning accessibility and engagement
- Recommendations: Learner-centred designs, addressing technological and language barriers, exploring emerging technologies

Launch: CAHW Guidelines

- Role in underserved areas : AH & PH services and surveillance
- WOAHA Competence & Curriculum guidelines for standardising CAHW training and harmonising with VPPs
- Recommendations: clarify roles, update training standards, access to training

Why CAHWs guidelines ?

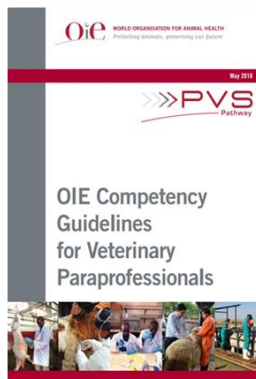
Objectives

To promote a consistent level of training for CAHWs through the delivery of core competencies.

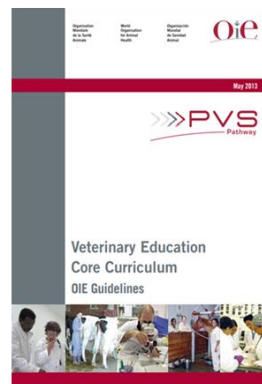
To create a basis for VSBs to establish criteria for the qualification and registration of CAHWs to better integrate them into national Veterinary Services



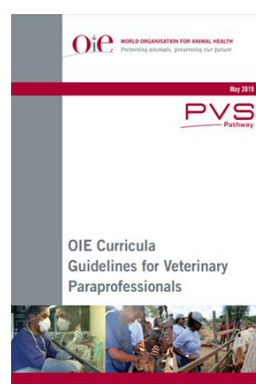
2012



2018



2013



2019

Competency and Curriculum Guidelines for Community Animal Health Workers



World Organisation
for Animal Health

Background on WOAAH's CAHW initiative

Better understanding and defining the role of community animal health workers as part of strengthening frontline Veterinary Services

Advancing Community Animal Health Workers



Guidelines for Community Animal Health Workers

KEYWORDS
#CapacityBuilding
#CommunityAnimalHealthWorkers
#WorldOrganisationForAnimalHealth
#WORLD
Newsletter

The World Organisation
Strengthening the role of
Community Animal Health Workers
This project will review
from around the world



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Competency and Curricula Guidelines for Community Animal Health Workers (CAHWs); updates, launch webinars and the steps



KEYWORDS

#CapacityBuilding
#CommunityAnimalHealthWorkers
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Newsletter

A new frontier for the WOAAH Workforce Development Programme

This April, the WOAAH Competency and curricula guidelines for Community Animal Health Workers (CAHWs) will be available to all Members, as well as veterinary and continuing education establishments. These guidelines will aid the development of competency-based training for CAHWs.

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Name of the project: Strengthening the enabling environment for community animal health workers (CAHWs) through development of competency and curricula guidelines

Complements work previously done at WOAAH in the development of competency and curricula guidelines for both veterinarians and veterinary paraprofessionals.

Partners: Vétérinaires sans Frontières International (Phase 1 and Phase 2) and the Ohio State University (Phase 2)

Competency-based curriculum.

Competency and Curriculum Guidelines for Community Animal Health Workers



The English and French versions of
the CAHWs guidelines are now
online!



English



French

Education

Veterinary and VPP Education

- Challenges: trainer retention, gender inclusion, and curricula updates
- WOAHA Twinning programs' role in skill transfer and curriculum enhancement
- Recommendations: mentorship programs, quotas for women, infrastructure improvements, technological integration, and incentives



Education

SYSTEMATIC and
RELIABLE ASSESSMENT
MECHANISM NEED
TO BE
DEVELOPED

VEEs in AFRICA
SHOULD GUARD AGAINST
IMPROPER ADMISSION
OF STUDENTS

REGULATIONS and
ORGANISATION OF
AFRICAN VEEs
IS LACKING

RECRUITMENT, RETENTION
and INCENTIVES



MODERNISE
the VETERINARY
CURRICULA

INTEGRATION of
GENDER IN ADMISSION
and TRAINING

STUDENT
EXCHANGE
PROGRAMS

IMPROVE
MOTIVATION
and
PARTICIPATION

CAPACITY
BUILDING
PROGRAMS

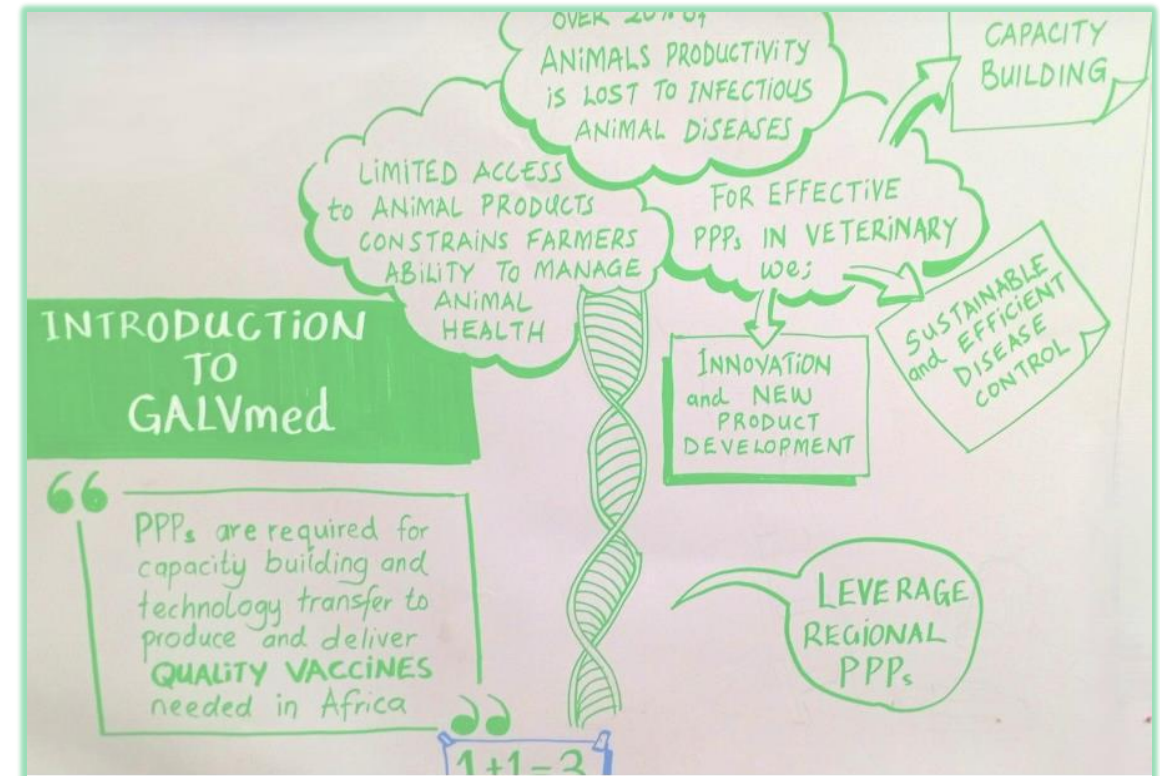
MENTORSHIPS and

Sustainable Services and Public-Private Partnerships

Business Skills and Sustainable Deployment:

- Emphasized entrepreneurship, business skills, and integration of veterinarians, VPPs, and CAHWs in Africa
- Challenges: limited business skills, counterfeit drugs, and regulatory gaps
- Recommendations: capacity building, collaboration with veterinary associations, access to quality products, stronger regulatory frameworks, and enhanced PPPs for innovation and growth.

GALVmed Plenary and Workshop





Launch of the Africa PPP Forum

Aimed at uniting public and private sectors to strengthen veterinary and livestock services.

- Focused on operationalising the forum with governance, sustainability, and collaboration.

Recommendations:

- Create legal frameworks, build capacity, adopt technology, and foster trust and synergy between sectors
- Formalise operations => ToRs and thematic working groups, establish platforms for resources and training, and
- Strengthen communication for disease control and work force development



Technical Themes and Enabling Environment for Effective Veterinary Workforce

Emergency Management:

- Roles of veterinarians, VPPs, and CAHWs in disease outbreaks and emergency response
- Importance of cross-sectoral collaboration, early warning systems, and community preparedness.
- Stakeholder training, multisectoral engagement, and community awareness for sustainable emergency responses

Veterinary Legislation and Regulation

- The role of Veterinary Statutory Bodies (VSBs) in supporting a skilled veterinary workforce
- need for inclusive, harmonized regulatory frameworks aligned with international standards
- Recommendations: Establish unified VSBs, align legislation with Int. standards, promote public-private collaboration, and integrate One Health principles

Key Takeaway Messages

Summary of Recommendations

- Inclusivity
- Psychosocial resilience and Mental health support
- Pandemic preparedness training
- Digitalisation of services and training
- Need for scalable service models
- Aligning training with global health challenges and emerging issues

Regional and thematic discussions highlighted the varying roles, training, and recognition of VPPs in the Sub Regions, differing priorities on surveillance and field activities, Antimicrobial use, Animal welfare, Meat inspection and lab services,

To the Regional Commission for Africa:

The WFD Conference 2024 Recommendations are presented for endorsement.



QR Code to the
recommendations



Conclusion

Future Directions

- Importance of sustainable workforce planning
- Engaging the next generation of veterinary personnel
- Adapting to emerging workforce changes

Thank You!

Neo Mapitse

Representative

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Nairobi, KENYA

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Health

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animale

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