

**WOAH sub-regional awareness-raising workshop:
strengthening Veterinary Paraprofessionals participation and performance in Veterinary Services**

Abidjan, Côte d'Ivoire

Date: 26-27 March 2026

Participant profile:

- WOAHA delegate or senior representative from Veterinary Services with responsibility related to workforce planning and development.
- Representative of the Veterinary Statutory Body (VSB) or other similar bodies responsible for VPP education (if not the VSB)
- Representative of private entities promoting service delivery through the veterinarian and VPP team building.
- Representative of national VPP associations
- Representative of key regional stakeholders

Learning outcomes:

1. Recognise the value of an enabling environment for veterinary workforce development.
2. Describe the current situation in West Africa with respect to VPP staffing, competency, education, regulation, and deployment, identifying opportunities and challenges.
3. Navigate through WOAHA guidelines and support mechanisms relevant to strengthening VPP participation and performance, including competency and curriculum-related tools, defining possible ways forward to fill gaps and satisfy needs
4. Map priority stakeholders, change agents, and partnership opportunities to advance One Health-oriented workforce development at sub-regional and national levels.

<u>Time</u>	<u>Topic</u>	<u>Learning Objectives</u>	<u>Facilitator /Presenter</u>
Day-1 (26th March 2026)			
Building a shared understanding of the VPP enabling environment and the sub-regional situation			
Session 1: Session 1. Opening and setting the scene			
8.30-9.00	Arrival and registration		
9.10-9.30	Opening remarks	Welcome speech	WOAH-RR WOAH Delegate of Côte d'Ivoire
9.00-9.10	Introduction to the workshop.	Articulate the purpose, scope, and expected outcomes of the workshop and engage in their achievement	Mariam Alhamdou

			WOAH -RR
9.30-10.00	Participant profile	<p>Recognise the diversity of stakeholder perspectives represented (VS, VSBs, education, private sector, VPP associations).</p> <p>Express individual and country-level expectations related to VPP participation and performance in national Veterinary Services</p>	<p>Myriam Carpentier / Xyomara Chavez Pacheco</p> <p>WOAH -HQ</p>
Session 2: WOA activities and the Capacity Building Programme			
10.00-10.15	Understanding WOA	Review the mandate of the World Organisation for Animal Health with a focus on West Africa. (WOAH Activities in the region)	<p>WOAH-</p> <p>Regional Representative for Africa</p>
10.15-10.45	The WOA Capacity-Building System with special reference to Workforce Development.	Describe the WOA workforce development opportunities, from the Performance of Veterinary Services (PVS) Programme to the competency-based Training System, in a continuous improvement cycle from assessment to ME&L (Using PVSIS data)	<p>Miftahul Barbaruah</p> <p>&</p> <p>Myriam Carpentier / Xyomara Chavez Pacheco</p> <p>WOAH HQ</p>
10.45 -11.00	Questions and answers / Quiz time	A designed Menti poll will reinforce learning on the key aspects discussed	<p>Coordination by</p> <p>Mariam Alhamdou</p>
11.00-11.30	Group Photo / Networking break–Coffee/Tea		
Session 3: Veterinary workforce development and the role of VPPs			

11.30-11.50 (5 Min Q&A)	Veterinary workforce development: definitions, key concepts, and main roles related to veterinary workforce development.	Review the concepts supporting the correct development of the veterinary workforce in a country, from the presence of an adequate enabling environment (legal, institutional, educational, regulatory, socio-economic) to professional roles and responsibilities. Describe the rationale for using different cadres of personnel, including veterinarians, VPPs and Community animal health workers, to deliver public and private veterinary services.	Miftahul Barbaruah WOAH-HQ
11.50-12.35	Mapping Veterinary Workforce in West Africa (Group work)	Develop a shared understanding of who constitutes the veterinary workforce in participating countries and how their roles, training, and responsibilities are currently defined, acted and maintained.	WOAH Expert
12.35-13.00	Sub-regional WFD situational analysis of West Africa	Describe the current sub-regional situation of veterinary workforce development using evidence from the PVS Information System and relevant regional surveys, and interpret key trends, strengths, and gaps affecting the participation and performance of the workforce.	WOAH Expert
13.00-14.00	Lunch Break		
Session 4: Country perspectives and experience sharing			
14.00 -14.30	Menti-meter question followed by Q&A <i>Learning outcome:</i> Identify shared priority workforce development issues in the sub-region, providing a common evidence base for deeper group discussion and prioritisation. <i>Facilitation:</i> WOAHH Experts		
14.30- 15.30	Country case presentations	Describe concrete national experiences related to VPP deployment, education, regulation, or partnerships. Identify practical challenges and enabling factors encountered by members. Draw preliminary lessons that may be relevant across the sub-region	Participants
15.30 to 15.45	Plenary discussion and Summarisation of learning		WOAH Experts
15.45 to 16.00	Afternoon Break Tea/Coffee		

16.00 -16.30	Group work: Mapping the enabling environment for VPPs in West Africa	Identify and discuss the key components of an enabling environment that influence the effective participation and performance of VPPs, compare how these elements are addressed across countries in the sub-region, and articulate shared strengths and gaps.	Participants
16.30 -16.45	Plenary discussion and summarisation of Learning		Facilitation by WOA H Experts
16.45 -17.00	Menti-meter exercise Participants will identify the 3 most critical strengths and enabling-environment issues within the subregion Facilitation: WOA H Experts Day1 concluding remark: WOA H Expert		
Day-2 (27th March 2026)			
WOA H tools, integration options, and partnership pathways			
<u>Time</u>	<u>Topic</u>	<u>Learning Objectives</u>	<u>Facilitator /Presenter</u>
8.45-9.00	Recap of day 1 and display of Menti meter results		
Session 5: WOA H guidelines and support mechanisms for VPPs			
9.00-10.00	The WOA H VPP competency and curriculum guidelines (with practical demonstration of use of the guidelines, e.g. Linking competencies to job descriptions) + Q&A	Identify key WOA H resources relevant to VPPs, including: Competency / Curriculum Guidelines for VPPs. Relate WOA H competency and curriculum guidelines to real-world workforce needs. Identify opportunities and constraints in adapting these guidelines to national contexts.	WOA H Expert
10.00-10.30	The VPP curriculum support: missions, tools, outcomes	Describe the purpose of the VPP curriculum support missions and key components of the tools used in WOA H VPP curriculum support missions, explain how these tools support alignment of the national VPP curriculum with WOA H guidelines, and recognise how such missions contribute to building national capacity for delivering quality VPP education.	Xyomara Chavez Pacheco WOA H-HQ
10.30-11.00	Networking tea/coffee break		

11.00-11.45	Contribution and learning of WOAHP project intervention in West Africa, focusing on VPP capacity building. + Live demonstration of WOAHeLearning and P3V project-supported educational resources for VPPs	Identify challenges related to the recognition and acceptance of VPPs at the national level and examine ways to address them. Identify resources to strengthen VPP competencies and continuing education at the national level. Review the key educational resources developed in the framework of the P3V project within West Africa and navigate the WOAHeLearning platform.	Mariam Alhamdou WOAH P3V team Myriam Carpentier WOAH-HQ
11.45-12.00	Competencies needed for the integration of VPPs into the One Health workforce.	Identify and discuss the key competencies required for VPPs to effectively contribute as part of the One Health workforce, and understand how these competencies complement those of veterinarians and other health professionals.	WOAH Expert / Invited presentation from partners.
Session -6 Strengthening integration of VPPs to National Veterinary Services			
12.00-12.15	Veterinary Legislation and regulation with special reference to the integration of VPPs into the National Veterinary Services.	Explain how different regulatory mechanisms can enable the effective integration of VPPs into Veterinary Services, including their participation in public good functions, structured collaboration with veterinarians, appropriate oversight by VSBs, and improved quality assurance of VPP education and training institutions.	Miftahul Barbaruah WOAH-HQ
12.15-12.45	Group works on VPP regulation		Participants Facilitation by WOAHExperts
12.45-13.00	Plenary discussion and summarisation of Learning		Facilitation by WOAHExperts
13.00-14.00	Lunch Break		
Session 7: Potential partnership and overcoming challenges: Shared learning			
14.00-14.30	Stakeholder mapping and One Health Partnerships (Group work)	Identify key sub-regional stakeholders and change agents relevant to VPP and workforce development. Describe how VPP integration contributes to broader One Health workforce objectives. Identify existing initiatives and potential partnerships at national and sub-regional levels.	Participants Facilitated by WOAHExperts
14.30-15.30	World Café (Based on workforce issues/challenges identified through	Focusing on VPPs, develop a shared, regionally informed understanding of veterinary workforce challenges, agree on priority areas for action over the next decade, and identify promising solutions and practices that could be adapted across countries.	Participants

	Menti-meter on day-1 and focusing on VPPs)		Facilitated by WOAH team / WOAH experts.
15.30-16.00	Afternoon break–Coffee/Tea		
Session 8: Way forward: priorities, opportunities, and follow-up			
16.00-16.45	Facilitated synthesis and agreement on priority needs and possible actions	<p>Agree on a limited set of priority areas for action at the sub-regional and national levels.</p> <p>Identify opportunities for continued collaboration, learning, or engagement with WOAH</p> <p>Clarify expectations regarding follow-up, ownership, and next steps.</p>	Facilitated by WOAH staff / WOAH Experts
16.45-17.00	Closing remarks and evaluation	<p>Reflect on key learning gained during the workshop.</p> <p>Provide feedback on the workshop's relevance and usefulness</p>	Participants / Closing remark