

**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 MC – Myriam			
8.30-9.00 hrs	Arrival and registration - Assana, Xyomara Pre-event survey / enquête pre-atelier MS Forms: scan QR code (print) Give table number to each participant		
9.00-9.10	Welcome	<i>If necessary, play videos if waiting for Delegate</i>	Dr Karim Tounkara

		<i>Use Mariam's computer for this session</i>	Regional Representative-WOAH
	<i>Optional – resource partner (DTRA) opening words TBC</i>		
9.10-9.30 hrs	Opening remarks	Welcome speech	Ministre des Ressources Animales Halieutiques Délégué OMSA Abidjan Côte d'Ivoire Monsieur Sidi Tiemoko TOURE, Ministre des Ressources Animales Halieutiques
9.30-9.40 hrs	Introduction to the workshop. Learning outcomes and specific objectives	Articulate the purpose, scope, and expected outcomes of the workshop and engage in their achievement Introduce resource persons	Mariam Alhmdou WOAH -RR
9.40-9.50 hrs	Participant profile Analytics on expectations from the workshop (Based on registration data)	Recognise the diversity of stakeholder perspectives represented (VS, VSBs, education, private sector, VPP associations). Express individual and country-level expectations related to VPP participation and performance in national Veterinary Services	Xyomara Chavez Pacheco WOAH -HQ
Session 2: WOAH activities and the Capacity Building Programme - MC : Myriam Carpentier			
10.00-10.15 am	Understanding WOAH	Review the mandate of the World Organisation for Animal Health with a focus on West Africa. (WOAH Activities in the region)	Dr Karim Tounkara WOAH- Regional Representative for Africa
10.15-10.45	The WOAH Capacity-Building System with special reference to Workforce Development. Followed by the WFD video	Describe the WOAH workforce development opportunities, from the Performance of Veterinary Services (PVS)	Miftahul Barbaruah &

	Veterinary workforce development: Strengthening national veterinary services OMSA - VIDEO 01 VF-.mp4 OMSA - VIDEO 02 VF.mp4	<p>Programme to the competency-based Training System, in a continuous improvement cycle from assessment to ME&L</p> <p>Present recommendations from Africa Continental conference on workforce development : list recommendations, provide link to all participants (if possible include the detailed recommendations in participant pack),</p>	<p>Myriam Carpentier</p> <p>WOAH HQ</p>
10.45 -11.00	<p>Questions and answers / Quiz time</p> <p>https://www.menti.com/alm99gpct8xi</p>	<p>A designed Menti poll will reinforce learning on the key aspects discussed</p> <p>Include question on which participants attended Africa continental conference</p>	<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 MC – Xyomara			
11.30 -11.50	<p>Key concepts related to veterinary workforce development</p>	<p>To recognise the veterinary workforce development system as a system-level enabler of Veterinary Services performance, distinguish key concepts such as work, workforce, public and private good functions, and appreciate the workforce development cycle and the importance of workforce planning, delegation, and governance in ensuring reliable, accessible, and quality veterinary services.</p>	<p>Miftahul Barbaruah</p> <p>WOAH -HQ</p>
11.50 -12.35	<p>Mapping Veterinary Workforce in West Africa (Group work)</p> <p><i>Questions for each group:</i> What are the main categories included in the veterinary workforce? (Discuss their basic qualifications/training and role, and if their role is defined appropriately)</p> <p><i>Role of experts:</i> WOAH experts will collect information shared during each group work session and present a summary of discussions across the groups.</p>	<p>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.</p> <p>Réseau de personnel vétérinaire</p> <p>5 min – intro 20-25 min – group work 15 min – summary</p>	<p>Dieudonné Dahourou</p> <p>WOAH Expert</p> <p>Rapporteurs: Sonia Assana</p> <p>Facilitators to sit at tables</p> <p>Timekeeper – Xyomara</p>

12.35-13.00 hrs	<p>Sub-regional WFD situational analysis of West Africa</p> <p>Presentation based on PVSIS and earlier surveys conducted in the region.</p> <p>Additional task</p> <p>The expert will request each country lead to complete:</p> <ul style="list-style-type: none"> • Name of the WOHM Member: • Number of VPPs (Approximate number) • Access to formal training (Yes/ No/ In the process) • Availability of VPP regulation (Yes / No/ In process) • Perception ranking on the enabling environment (1-5 Scale – 5 being the best) 	<p>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.</p> <p>MS Form to be completed by person responsible for presentation</p> <p>Complete by Day 2</p>	<p>Sonia Fèvre WOAH Expert</p> <p>(MS Form to be developed) & Miftahul Barbaruah WOAH -HQ PVSIS Support</p>
13.00-14.00 Lunch Break			
Session 4: Country perspectives and experience sharing – MC - Dieudonné			
14.00 -14.30 hrs.	<p>Menti-meter – one question followed by Q&A - Dieudonné (mic – Mariam, Sonia)</p> <p>For WOHM Members in West Africa, what are the most critical issues to address in veterinary workforce development? Please choose up to five (5) most important issues.</p> <p><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.</p> <p><i>Facilitation:</i> Mariam Alhamdou, Sonia Fèvre, Dieudonné Dahourou Team assistance for Menti poll design</p> <p>Questions for Menti-poll:</p> <ol style="list-style-type: none"> 1. Inadequate number and distribution of workforce 		

	<ol style="list-style-type: none"> 2. Inadequate mix of skills and/or competency gaps 3. Inadequate workforce data for planning 4. Inadequate workforce regulations 5. Ageing workforce and limited new recruitment 6. Insufficient quality of education and training 7. Gender equity and diversity 8. Inadequate mental health and work-life balance 9. Other <p>Guide: WOAH expert will follow up if any participant has chosen “Others”</p>		
14.30- 15.45 hrs.	<p>Country case presentations</p> <p>(One participant from each country will be requested to deliver a short presentation based on a standard format.)</p> <p>Maximum 3 minutes per country.</p>	<p>Describe concrete national experiences related to VPP deployment, education, regulation, or partnerships.</p> <p>Identify practical challenges and enabling factors encountered by members.</p> <p>Draw preliminary lessons that may be relevant across the sub-region</p> <p>Assana - Music ice-breaker half way through – nominate Ivoirian participant to lead</p>	<p>Participants</p> <p>Dieudonné Dahourou - WOA Expert to support with format.</p> <p>Rapporteurs : - Sonia – Myriam - Barbaruah identify unique experiences and issues in common</p> <p>In reality countries probably take 5 minutes = 85 minutes.</p>
15.45 to 15.50	Plenary discussion and Summarisation of learning		<p>Dieudonné Dahourou</p> <p>WOAH Experts</p>
15.50 to 16.05 hrs	Afternoon Break Tea/Coffee		
16.05 -16.45 hrs.	<p>Group work: Mapping the enabling environment for VPPs in West Africa</p> <p>Each group will be constituted using geographical criteria and background</p> <p>Each group identifies one strength OR one challenge or gap. This will be presented at the end.</p>	<p>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.</p>	<p>Participants</p> <p>Expert Lead: Sonia Fèvre</p> <p>20 minutes for group discussion</p> <p>Assana and one other staff will support the group work.</p>

	<p>Group 1 and 2: Legal and regulatory framework (e.g. recognition, scope of practice, registration, supervision)</p> <p>Group 3 & 4: Education and training (Initial training, practical exposure, curriculum relevance, Continuous Professional Development)</p> <p>Group 5 & 6: Institutional and governance arrangements (roles of VS, VSB, ministries, coordination mechanisms)</p> <p>Group 7 & 8: Employment, incentives, and career pathways (public/private roles, remuneration, progression, motivation)</p> <p>Group 9 & 10: Professional relationships and public trust (collaboration with veterinarians, acceptance by farmers, and One Health actors)</p>		<p>Each group must bring their point to the facilitator on a post it note for us to read them out before the end of the session.</p> <p>Dieudonné and Xyomara take notes during the restitution for the report</p> <p>10 groups, two groups per topic</p> <ul style="list-style-type: none"> - One identifies strength - One identifies weakness <p>Mariam and André to prepare list of 10 groups in advance</p> <p>Shall Anglophones work together in two groups?</p> <p>Sonia to Prepare print outs for groups</p>
16.45-17.00	Plenary discussion and summarisation of Learning	Sonia and Mariam Close – select participant to prepare for tomorrow’s recap of Day 1	Facilitation by Sonia Fèvre WOAH Expert
	Closing		Supported by Mariam Alhamdou

17.15-18.15: Debrief meetings for WOA, experts, and facilitators

Day-2 (27th March 2026)

WOAH tools, integration options, and partnership pathways

<u>Time</u>	<u>Topic</u>	<u>Learning Objectives</u>	<u>Facilitator /Presenter</u>
8.45-9.00	Mariam open - Recap of day 1 and display of Menti meter results (from Session 4 Day 1) - participant summary		
Session 5: WOAHA guidelines and support mechanisms for VPPs – MC – Sonia			
9.00 to 9.30 hrs	The WOAHA VPP competency and curriculum guidelines (with practical demonstration of use of the guidelines, e.g. Linking competencies to job descriptions) + Q&A	Identify key WOAHA resources relevant to VPPs, including: Competency / Curriculum Guidelines for VPPs. Relate WOAHA competency and curriculum guidelines to real-world workforce needs.	Xyomara Chavez Pacheco WOAHA HQ
9.30 to 10.00	VPP curriculum support: missions, tools, outcomes	Describe the purpose of the VPP curriculum support missions and key components of the tools used in WOAHA VPP curriculum support missions, explain how these tools support alignment of the national VPP curriculum with WOAHA guidelines, and recognise how such missions contribute to building national capacity for delivering quality VPP education. Identify opportunities and constraints in adapting these guidelines to national Benin context.	Xyomara Chavez Pacheco WOAHA HQ Dr Miguiri KALANDI (EISMV Dakar):
10.00 to 10.30 hrs	Networking tea/coffee break		
10.30 - 11.45	P3V project learning tools and WOAHA online platform Contribution and learning of WOAHA project intervention in West Africa, focusing on VPP capacity building.	Navigate the main features of the WOAHA e-learning platform and recognise how its learning resources can support competency development and continuing education for veterinarians and Veterinary Paraprofessionals. Identify challenges related to the recognition and acceptance of VPPs at the national level and examine ways to address them.	Mariam Alhamdou WOAHA P3V team Myriam Carpentier WOAHA -HQ

	<p>Live demonstration of the WOAAH e-learning Platform</p> <p>+ Demonstration of P3V project-supported educational resources for VPPs</p>	<p>Identify resources to strengthen VPP competencies and continuing education at the national level.</p> <p>Review the key educational resources developed in the framework of the P3V project within West Africa and navigate the WOAAH eLearning platform.</p>	
11.45 -12 hrs	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.	Dr Kouamé Guy Gérard One Health workforce tool workshop participant - vétérinaire privé
Session -6 Strengthening integration of VPPs to National Veterinary Services - MC – Sonia			
12.00 -12.15 hrs	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.	Dieudonné Dahourou WOAH Expert
12.15 -12.45 hrs	<p>Group works:</p> <p>Questions:</p> <p>Group-1 How can regulation facilitate private VPPs to participate in the public VS activities? (e.g. disease surveillance, ante- and post-mortem inspection, etc.)</p> <p>Group-2 How can regulation facilitate Vet-VPP team building to ensure practical supervision of veterinary service delivery in remote areas?</p> <p>Group-3</p> <p>How can the VSBs in the subregion best contribute to the creation of an</p>	Groups to answer on handout	<p>Lead facilitator: Dieudonné</p> <p>Facilitators to roam and support relevant tables</p> <p>Group-1 : Miftahul Barbaruah, Myriam Carpentier & (One rep of stakeholder institution)</p> <p>Group-2: Mariam Alhamdou, Sonia Fevre & (One rep of stakeholder institution)</p> <p>Group-3: Macktar Seck Brooke, and Eugene Koffi, CRSA Chairman of Togo VSB</p> <p>Group-4: EISMV Dakar representative, Xyomara</p>

	appropriate regulatory environment for VPPs? Group-4 How can the regulations related to academic/ training institutions be improved to ensure the needed supply of competent VPPs?		
12.45 to 13.00	Plenary discussion and summarisation of Learning		Facilitation by Dieudonne Dahourou WOAH Expert
13.00-14.00 hrs	Lunch Break		
Session 7: Potential partnership and overcoming challenges: Shared learning - MC – Sonia			
14.00-15.30 hrs	World Café (Based on workforce issues/challenges identified through Menti -meter on day-1 and focusing on VPPs) Q-1 (Deep Dive into Challenges / Analyse des difficultés et défis) <i>In this region, which are the one or two most challenging aspects of workforce development and why?</i> Dans cette région, quels sont un ou deux des aspects les plus difficiles du développement de la main-d'œuvre vétérinaire / des réseaux de santé animale et pourquoi ? Veuillez citer un ou deux exemples concrets. Q-2 (Prioritising ways forward / Prioriser les actions)	Focusing on VPPs, develop a shared understanding of veterinary workforce challenges in the region, identify priority areas for action over the next decade, and identify promising solutions and practices that could be adapted across countries.	Participants Lead: Sonia WOAH staff at each group to take typed notes of the discussion – to be used for the next session and for report General facilitators Sonia, Dieudonné (Barbaruah) Station resource persons: Station: 1 - Xyomara Station-2 – Myriam Station –3 – Dr Kwame

	<p><i>What are 1 or 2 priorities in workforce development for the sub-region in the next 5–10 years and why?</i></p> <p>Quelles sont une ou deux priorités en matière de développement de la main-d'œuvre vétérinaire pour la sous-région au cours des 5 à 10 prochaines années, et pourquoi ?</p> <p>Q-3 (Practical and Innovative Solutions / Innovations et solutions)</p> <p><i>What good practice examples can we learn from, that are already started in the sub-region to support veterinary workforce development ? (e.g. policies, training models, partnerships, incentives). Please provide one or two clear examples.</i></p> <p>Quels exemples de bonnes pratiques déjà mis en œuvre dans la sous-région peuvent nous inspirer pour le développement de la main-d'œuvre vétérinaire ? (par exemple, politiques, modèles de formation, partenariats, mesures incitatives).</p> <p>Veillez citer un ou deux exemples concrets.</p> <p>Timing: 30+15+15</p>		<p>Station-4 – Assana Mariam</p> <p>Station-5 – EugenSe Koffi</p> <p>Station-6 - Benson</p> <p>Station-7- Christian Dovonou</p> <p>Station-8- Géraud Hellow</p> <p>Station 9 – Barbaruah</p> <p>Station 10- Mactar Seck</p> <p>Station 11: Dr. Tchoutchou</p> <p>Station 12: Dr Miguri</p> <p>Station 13: Dr Kouamé</p>
15.30 - 15.50	<p>Stakeholder mapping and One Health Partnerships (Menti Poll)</p> <p>Q.1 Please indicate name of regional stakeholders (Public / Private) you</p>	<p>Identify key sub-regional stakeholders and change agents relevant to VPP and workforce development.</p> <p>Describe how VPP integration contributes to broader One Health workforce objectives.</p>	<p>Participants</p> <p>● Myriam Carpentier & Miftahul Barbaruah</p>

	<p>know who can support VPP and workforce development issues.</p> <p><i>(Facilitator to indicate consideration for Regional economic communities, Regional training institutions, professional networks, etc.)</i></p> <p>Q.2 How can improved integration of VPPs support broader One Health objectives? / What role can VPPs play in a One Health Workforce?</p> <p>Options:</p> <ol style="list-style-type: none"> 1. Disease surveillance and early detection 2. Zoonotic disease control 3. Food safety and inspection 4. Antimicrobial resistance awareness 5. Community-level animal health services 6. Others <p>(Facilitator to build on responses related to 'Other')</p> <p>Q3. Which partnerships could be strengthened or created to improve the enabling environment for VPPs?</p> <p>Options:</p> <ol style="list-style-type: none"> 1. Veterinary Services and VSBs 2. Training institutions and Veterinary Services 3. Veterinarians and VPPs 4. Animal health and human health sectors 	<p>Identify existing initiatives and potential partnerships at national and sub-regional levels.</p>	<p>WOAH HQ</p>
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	<p>5. Government and private service providers</p> <p>6. Others</p> <p>(Facilitator to build on responses related to 'Other')</p> <p>Note:</p> <p>Participants will be asked to paste sticky notes to highlight any ongoing workforce/VPP integration-related projects within the region.</p>		
15.50-16.15 hrs	Afternoon break–Coffee/Tea	Experts/staff to prepare synthesis based on World Café results	
Session 8: Way forward: priorities, opportunities, and follow-up			
16.15-16.45 hrs	<p>Facilitated synthesis and agreement on priority needs and ways forward</p> <p>Institutional</p>	<p>Agree on a limited set of priority areas for investing in workforce development in the sub-region</p> <p>Identify opportunities for continued collaboration, learning, or engagement with WOAHA and other regional actors</p> <p>Clarify expectations regarding follow-up, ownership, and next steps.</p> <p>Myriam/Mariam prepare 2 slides on P3V and platform resources</p> <p>DD and SF prepare 1-2 slides from World Café</p> <p>Barbaruah – 2 slides on institutional support</p> <p>(Participants to leave with idea of how to be change agents back in their country – what actions they can take)</p>	Barbaruah and Mariam
16.45-17.00 hrs	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>	<p>Participants</p> <p>Closing remark, Dr Karim Tounkara WOAHA –RR</p>

			Goodbye ceremony for Karim Share link to online evaluation form to complete on site
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