

WOAH sub-regional awareness-raising workshops to improve Veterinary Paraprofessionals (VPPs) participation and performance in Veterinary Services

Abidjan, Cote d'Ivoire

Date: 26-27 March 2026

Participant profile:

- WOAH 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 WOAH 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>
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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 hrs	Arrival and registration		
9.00-9.10 hrs	Welcome, and an introduction to the workshop. Learning outcomes and specific objectives	Participants will be able to articulate the purpose, scope, and expected outcomes of the workshop and engage in their achievement	Mariam Alhamdou WOAH -RR
9.10-9.30 hrs	Opening remarks	Welcome speech	DDG (TBD) WOAH -HQ

			Or Miftahul Barbaruah WOAH-HQ
9.30-10.00 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	Myriam Carpentier / Xyomara Chávez Pacheco WOAH -HQ
Session 2: WOAHS activities and the Capacity Building Programme.			
10.00-10.15 am	Understanding WOAHS	Review the mandate of the World Organisation for Animal Health with a focus on West Africa. (WOAH Activities in the region)	WOAH- Regional Representative for Africa
10.15-10.45	The WOAHS Capacity-Building System with special reference to Workforce Development. Followed by the WFD video Veterinary workforce development: Strengthening national veterinary services OMSA - VIDEO 01 VF-.mp4	Describe the WOAHS 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)	Miftahul Barbaruah & Myriam Carpentier / Xyomara Chávez Pacheco WOAH HQ
10.45 -11.00	Questions and answers / Quiz time	A designed Menti poll will reinforce learning on key aspect discussed	Coordination by Mariam Alhamdou
11.00-11.30	Group Photo / Networking break–Coffee/Tea		
Session 3: Veterinary workforce development and the role of VPPs			

<p>11.30 -11.50 (5 Min Q&A)</p>	<p>Veterinary workforce development: definitions and key concepts and main roles related to veterinary workforce development.</p> <p>OMSA - VIDEO 02 VF.mp4</p>	<p>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.</p> <p>Describe the rationale for using different cadres of personnel, including veterinarians, VPPs and Community animal health workers, to deliver public and private veterinary services.</p>	<p>Miftahul Barbaruah & Myriam Carpentier / Xyomara Chávez Pacheco WOAH -HQ</p>
<p>11.50 -12.35</p>	<p>Mapping Veterinary Workforce in West Africa (Group work)</p> <p>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>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>WOAH Expert</p>
<p>12.35-13.00 hrs</p>	<p>Sub-regional WFD situational analysis of West Africa Presentation based on PVSIS and earlier surveys conducted in the region.</p>	<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>WOAH Expert</p>
<p>13.00-14.00 hrs</p>	<p>Lunch Break</p>		
<p>Session 4: Country perspectives and experience sharing</p>			
<p>14.00 -14.30 hrs.</p>	<p>Menti-meter question followed by Q&A</p> <p>For WOA 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> WOA Experts</p>		

<p>14.30- 15.30 hrs</p>	<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>Participants will be encouraged to bring posters to support their presentations. Posters to mentioned following status and perception ranking (1-5) as a box item:</p> <ul style="list-style-type: none"> • Number of VPPs • Access to formal training • Availability of VPP regulation 	<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>Participants</p>
<p>15.30 to 15.45 hrs</p>	<p>Plenary discussion and Summarisation of learning</p>		<p>WOAH Experts</p>
<p>15.45 to 16.00 hrs</p>	<p>Afternoon Break Tea/Coffee</p>		
<p>16.00 -16.30 hrs.</p>	<p>Group work: Mapping the enabling environment for VPPs in West Africa</p> <p>Groups will be constituted using geographical criteria (nearby countries to be grouped together)</p> <p>Groups will work across five core dimensions (defined on a flip chart or template), and for each dimension, they will identify one strength and one challenge or gap.</p> <p>Legal and regulatory framework (e.g. recognition, scope of practice, registration, supervision)</p> <p>Education and training (initial training, practical exposure, curriculum relevance, CPD)</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>Institutional and governance arrangements (roles of VS, VSB, ministries, coordination mechanisms)</p> <p>Employment, incentives, and career pathways (public/private roles, remuneration, progression, motivation)</p> <p>Professional relationships and public trust (collaboration with veterinarians, acceptance by farmers, and One Health actors)</p>		
16.30 -16.45	Plenary discussion and summarisation of Learning		Facilitation by WOA H Experts (To be attended by DDG)
16.45 -17.00 hrs.	<p>Menti-meter exercise Participants will identify the 3 most critical strengths and enabling-environment issues within the subregion</p> <p>Facilitation: WOA H Experts Day1 concluding remark: DDG</p>		

WOAH separate meetings

11.30 -13.00	One-to-one DDG side Meetings with visiting delegates
14.30 -16.30	DDG review of regional activities and exploration of the interest of WOA H intervention to be attended by the WOA H-RR team and a representative of EID from WOA H-HQ
17.00-18.00	Debrief meetings for WOA H, experts, and facilitators
19.00	Welcome dinner reception hosted by WOA H / Host country

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	Recap of day 1 and display of Menti meter results		

Session 5: WOA H guidelines and support mechanisms for VPPs

9.00 to 10.00 hrs	The WOAAH VPP competency and curriculum guidelines (with practical demonstration of use of the guidelines, e.g. Linking competencies to job descriptions) + Q&A	Identify key WOAAH resources relevant to VPPs, including: Competency / Curriculum Guidelines for VPPs. Relate WOAAH competency and curriculum guidelines to real-world workforce needs. Identify opportunities and constraints in adapting these guidelines to national contexts.	WOAH Expert
10.00 to 10.30 hrs	The VPP curriculum support: missions, tools, outcomes	Describe the purpose of the VPP curriculum support missions and key components of the tools used in WOAAH VPP curriculum support missions, explain how these tools support alignment of the national VPP curriculum with WOAAH guidelines, and recognise how such missions contribute to building national capacity for delivering quality VPP education.	WOAH Expert + Mariam Alhamdou WOAH-RR
10.30 to 11.00 hrs	Networking tea/coffee break		
11.00 -11.45 hrs	Contribution and learning of WOAAH project intervention in West Africa, focusing on VPP capacity building. + Live demonstration of WOAAH eLearning 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 WOAAH eLearning platform.	Mariam Alhamdou WOAH P3V team
11.45 -12.00 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.	WOAH Expert / Invited presentation from partners.
Session -6 Strengthening integration of VPPs to National Veterinary Services			
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.	WOAH Expert
12.15 -12.45 hrs	Group works: Questions:	Do	

	<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 How can the VSBs in the subregion best contribute to the creation of an appropriate regulatory environment for VPPs?</p> <p>Group-4 How can the regulation of academic/ training institutions be improved to ensure the needed supply of VPPs?</p>		
12.45 to 13.00	Plenary discussion and summarisation of Learning		Facilitation by WOAHA Experts (To be attended by DDG)
13.00-14.00 hrs	Lunch Break		
Session 7: Potential partnership and overcoming challenges: Shared learning			
14.00 -14.30 hrs	Stakeholder mapping and One Health Partnerships (Group work)	<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>Identify existing initiatives and potential partnerships at national and sub-regional levels.</p>	<p>Participants</p> <p>Facilitated by WOAHA experts</p>

<p>14.30-15.30 hrs</p>	<p>World Café (Based on workforce issues/challenges identified through Menti -meter on day-1 and focusing on VPPs)</p> <p><i>Station-1 (Deep Dive into Challenges)</i> Question for the group: From the workforce issues highlighted in the poll, in the context of the sub-region, which challenges are the most difficult to address and why?</p> <p><i>Station-2 (Prioritizations for Action)</i> Question for the group: Looking at these issues, which should be the top priorities for the sub-region in the next 5–10 years, and what makes them most urgent?</p> <p><i>Station -3 (Practical and Innovative Solutions)</i> Question for the group: What practical or innovative solutions (policies, training models, partnerships, incentives) could help overcome the highlighted workforce challenges?</p> <p><i>Station -4 (Member Actions and Lessons)</i> Question for the group: What actions has your country/territory already taken or plans to take on these workforce issues, and what lessons or good practices could be helpful for others in the region?</p>	<p>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.</p>	<p>Participants</p> <p>Facilitated by WOAH team / WOAH experts.</p>
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15.30-16.00 hrs	Afternoon break–Coffee/Tea		
Session 8: Way forward: priorities, opportunities, and follow-up			
16.00-16.45 hrs	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>	<p>Facilitated by WOAH staff / WOAH Experts</p> <p>(To be guided by DDG)</p>
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>	Participants / Closing remark by DDG

WOAH separate meetings

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