

PROJECT COMPLETION REPORT 'PROFESSIONALISING VETERINARY PARAPROFESSIONALS' (P3V)

The P3V projet is funded by the French Development Agency (AFD) and implemented by the World Organisation for Animal Health (WOAH), in partnership with the Inter-State School of Veterinary Sciences and Medicine (EISMV) in Dakar and the FAR Network.

Senegal - Togo - Benin



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Introduction

In family farming systems, livestock farming plays a central role by fulfilling multiple functions: nutritional, by providing animal protein; economic, by generating income and serving as a source of savings; environmental, by contributing to soil fertility and the management of natural resources; and social, through its role in cultural practices and community dynamics.

Veterinary Services, comprising veterinarians and veterinary paraprofessionals (VPPs), are essential to animal health, food safety and public health.



However, the shortage of qualified personnel limits the effectiveness of efforts to prevent and control animal diseases.

In this context, VPPs play a crucial role in supporting the work of veterinarians (particularly in relation to disease surveillance and control and food safety) and in extending access to veterinary services, especially in remote areas. However, their backgrounds vary, as does their training, which is often not sufficiently practical and does not always equip them with the skills required to respond effectively to the needs on the ground. Aware of these challenges, and recognising the strategic role of VPPs, WOAHA has developed tools and methodologies aimed at better defining the skills and experience that VPPs need, the tasks they can undertake, and how they can be integrated into the animal health network.



The P3V project is one of the initiatives that have been developed for this purpose. It provides a structured framework for the long-term development of the veterinary workforce.

About the P3V project

Implementation period: 2020-2026

Participating countries: Senegal, Togo and Benin

Funder: French Development Agency (AFD)

Lead agency: World Organisation for Animal Health (WOAH)

Technical partners: EISMV in Dakar, the FAR Network

Partner institutions:

- Togo: INFA de Tové - ISMA de Kara
- Senegal: ISFAR - CNFTEIA - USSEIN
- Benin: EPAC - LAMS in Benin

Objective

The overall objective of the P3V pilot project is to improve livestock farmers' access to high-quality veterinary services over the long term by improving the skills of VPPs, raising their status, and formally integrating them into national animal health systems.

Components

C0 : Assessment phase

Analyse the initial situation (demographics, legislative framework, training) in order to define national strategies for strengthening the animal health network.

C1: Institutional environment

Establish a supportive legal and regulatory framework that incorporates VPPs and is underpinned by oversight mechanisms and interprofessional consultation

C2: Skills development

Carry out a review of curricula, provide support for high-quality training at VPP training schools, offer technical guidance, provide equipment, and organise on-going training for practising VPPs

C3 : Socio-economic environment

Create an environment that helps VPPs integrate into the veterinary workforce, by determining which activities are economically viable and implementing measures to support career development

C4: Project management

A cross-cutting component covering communication, stakeholder consultation, national coordination, the organising of steering committee meetings and the overall evaluation of the project.

These components are closely linked and form a cohesive whole: the assessment (C0) precedes and guides the actions; the legal framework (C1) and training (C2) help VPPs become part of the animal health network and develop their careers (C3); regulations guide the content, and ongoing training helps VPPs make it their own. Together, these components reflect a clear theory of change that is aligned with the project's objective.

Participants

The project, which initially ran for four years (with two extensions), was led, coordinated, implemented and monitored by WOAHA in partnership with several stakeholders, through agreements and service contracts. These partners included:

- EISMV, for support with strengthening skills at training centres, adapting curricula and developing teaching materials
- the FAR Network, for support with training design, the work-based learning approach, and assistance with projects that help graduating trainees move into work or start their own businesses.
- Seven (7) VPP training institutes in the pilot countries.



Project Team

- A programme officer from WOAHA's Capacity Building Department: responsible for developing the VPP strategy and coordinating activities at the global level;
- A resource mobilisation and grant management officer: responsible for the budget and donor relations;
- A coordinator based at the WOAHA Regional Representation for Africa in Bamako: responsible for monitoring activities and promoting the project;
- A technical assistant based at the EISMV in Dakar: responsible for providing support for training design and coordinating the network of centres;
- A project assistant: providing operational support to the team

Achievements

Compo-sante	Sénégal	Togo	Bénin
C0	Maillage de la démographie		Mission PVS de suivi avec une composante sur la Peste des Pétits ruminants
	Proposition d'une Stratégie de renforcement du personnel en santé animale		
	Mission de diagnostic (Identification des établissements partenaires, leurs principaux besoins et prise de contact avec ces établissements)		
C1	Cadres de concertation nationale et locale		
	Campagne de communication et caravane de sensibilisation		
	Evaluation des besoins des jeunes et des femmes éléveuse		
	Appui à l'élaboration des textes règlementaires sur l'exercice des PPV		
C2	Alignement des curricula de formation des PPV selon les normes internationales et les besoins des pays		
	Ressources pédagogiques		
	Dotation en matériel et équipements aux établissements eu structure de Stage : microscopes, kits chirurgicaux, LaboSim - Etuves - Kits de diagnostic clinique		
	Formation continue aux acteurs de terrain		
	Renforcement des capacités des formateurs (ingénierie pédagogique, utilisation de laboratoires de simulation)		
C3	Propostion de modele économique de rentabilité des activité des PPV		
	Dispositif d'accompagnement à l'insertion professionnelle - suivi coaching		
	Capitalisation et échange de bonnes pratiques entre les pays		
C4	Réunion de concertation et comité du pilotage		
	Communication et valorisation du projet		
	Evaluation du projet avec la dimension genre		



Evaluation

Relevance The P3V project is highly relevant, as it addresses the key challenges faced by local veterinary services by tailoring its interventions to the needs of each country and the sector's priorities. The most notable challenges are the sparse network of veterinary services, the lack of recognition for VPPs, inadequate training, the difficulties faced by VPPs in finding employment or setting up their own businesses, and gender inequalities.

Coherence The project demonstrates strong internal and external coherence, with components that complement each other (regulatory framework, training and employment support) and are aligned with a logical theory of change and with public policies on animal health.

Efficiency Despite a small team and significant administrative constraints, the project made effective use of its financial and human resources thanks to collaborative governance and technical support from WOAH and its partners

Effectiveness The project has led to significant progress in the professionalisation of VPPs, the revision of curricula, training, and the restructuring of the institutional framework, with certain outcomes (particularly those related to legislation and work opportunities) currently being consolidated.

Sustainability National institutions and training centres support the project and have made it their own, so the results achieved so far are expected to be sustainable; however, it will depend on political commitment, funding, and the effective implementation of the commitments made by stakeholders at the end of the project.

Impact The project has helped VPPs and veterinarians have a greater appreciation of the importance of their respective roles, improved collaboration, enhanced the quality of training, and laid the foundations for a more structured and professional network of local veterinary services.



Impact



Training and work placements

545

including 156 women (28%)

Number of people who have taken continuing professional development (CPD) courses

1339

including 442 women (33.2%)

Number of people receiving vocational training

1393

Work placements

Support for students with their career plans



Strengthening Veterinary Services

3

PVS Missions

8

Updated VPP training curricula

2

Strategies for strengthening the workforce



Career information and support

2

Programmes to help VPPs move into work and establish their careers

2

Economic models of the income-generating potential of the activities of VPPs and veterinarians

11

Consultation bodies for animal health stakeholders



Thanks to P3V, our training is more practical and better suited to the realities on the ground, which means we are more confident and better equipped to carry out our work effectively.

Testimonial from a VPP student

Capitalising on lessons learned

Toolkit

To ensure that the project can continue long-term and be transferred to different contexts, the processes, successes, limitations and lessons learned have been documented and a toolkit of resources is available on the project's website. The toolkit includes:

- a guide to formalising the process,
- an overall analysis document,
- a project rationale,
- best practice guides on a number of topics,
- a knowledge map,
- a summary article,
- an advocacy video,
- a scientific poster.

Educational resources

Practical teaching videos:

- avian post-mortem examination
- clinical examination of domestic animals
- restraint of ruminants and carnivores
- surgical sutures

Training manuals:

- Veterinary legislation
- Clinical diagnosis
- Meat inspection

E-MUPSA: Web application for the ongoing training of animal health personnel

Educational leaflets and posters to help identify the most common parasites



P3V has thus laid the foundations for a replicable model whose sustainability and long-term impact will depend on stakeholders—particularly the beneficiary countries—taking ownership of these tools.

Sustainability & transferability

From the outset, the project used a participatory approach based on countries needs, with a view to ensuring that the project's achievements could be sustained over the long term. This has resulted in measurable commitments from governments to continue the initiative and mobilise the necessary resources. This means that momentum can be maintained at all levels, without relying on centralised decision-making or external funding.

1

All stakeholders can play a role in transferring the project to new contexts.

- VPPs: organise into associations, advocate, engage in dialogue with statutory bodies, and ensure ongoing training.
- Training institutions: establish work placement partnerships and revise curricula in line with WOAHA standards, with the support of government ministries.
- Ministries: Seek support from WOAHA (PVS Mission, a review of legislation, etc.), define a national strategy, raise awareness among livestock farmers and facilitate consultation between stakeholders.

2

A transferability study is being conducted in several countries in West and Central Africa to assess the strengthening of the role of VPPs and their integration into the veterinary network.

It combines an analysis of the legislative framework (recognition, training, responsibilities, supervision, alignment with WOAHA) with interviews with key actors to identify practices, challenges, collaboration with veterinarians, and interest in the P3V approach.



3



Every stakeholder has a role to play, and change can be driven and supported at every level of the ecosystem, fostering a collective sense of ownership.



Conclusion

The P3V project has drawn to a successful conclusion and the outcomes have been positive. As a pilot project, it has validated the assumptions that guided its design and demonstrated that strengthening the veterinary network in French-speaking Africa requires a systemic approach.

By using an inclusive governance model and simultaneously addressing the regulatory framework, the modernisation of training, and the socio-economic environment, the project has helped lay the foundations for a sustainable framework for the VPP profession.



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Organisation mondiale
de la santé animale



More information:

<https://rr-africa.woah.org>

P3V Project web page

<https://rr-africa.woah.org/en/projects/p3v-professionalising-veterinary-para-professionals-afd/>

WOAH Curricula Guidelines for Veterinary Paraprofessionals

<https://www.woah.org/app/uploads/2021/03/af-corecv-ang.pdf>

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WOAH Competency Guidelines for Veterinary Paraprofessionals

https://www.woah.org/fileadmin/Home/eng/Support_to_OIE_Members/docs/pdf/A_Competence.pdf

