



**WOAH Sub-Regional Workshop on
Strengthening the Performance and Integration of
Veterinary Paraprofessionals (VPPs) in
Veterinary Services in West Africa**

26 – 27 March 2026, Abidjan, Cote d'Ivoire



PVS Information System : insights & state of play, West Africa

Sonia Fevre
WOAH expert



Code sanitaire pour les animaux terrestres / Terrestrial Animal Health Code



Codes et Manuels

Nos Codes sanitaires pour les animaux terrestres et aquatiques fournissent des normes pour l'amélioration de la santé et du bien-être des animaux et de la santé publique vétérinaire dans le monde entier, y compris par le biais de normes pour un commerce international sûr des animaux terrestres et aquatiques et de leurs produits. Les manuels fournissent une approche standardisée du diagnostic des maladies répertoriées dans chaque code.

Home / What we offer / Improving Veterinary Services / PVS Pathway



PVS Pathway

The PVS Pathway for the sustainable improvement of national Veterinary Services and Aquatic Animal Health Services is our flagship capacity building programme. An independent and in-depth monitoring mechanism of the performance of these Services makes it possible to identify their strengths and areas for improvement, and to recommend solutions specifically adapted to each country for sustainable improvement and investment.

The PVS Pathway is the basis for capacity building across all Member States and is based on the Terrestrial Code. The Terrestrial code is fully available online. Training for using the Terrestrial code is available through WOA's training platform.

Indicators for PVS Evaluations and other PVS support are based on the Terrestrial code.



Regional participation in WOAHA events/ PVS Pathway



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WOAH is active in Africa and at the sub-regional level. This is a picture of participation in the Africa Continental conference 2024 and in specific workforce development activities



PVS Pathway activities in sub-region since 2008

PVS / PVS Follow up	VEE Twinning	VPP curricula analysis / follow-up	Workforce assessment
12	1	2	2

- 1 Benin
- 2 Burkina Faso
- 3 Cabo Verde
- 4 Cote d'Ivoire
- 5 Gambia
- 6 Ghana
- 7 Guinea
- 8 Guinea-Bissau
- 9 Liberia
- 10 Mali
- 11 Mauritania
- 12 Niger
- 13 Nigeria
- 14 Senegal
- 15 Sierra Leone
- 16 São Tomé and Príncipe
- 17 Togo

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PVS critical
competency
I-1B

I-1. PROFESSIONAL AND TECHNICAL STAFFING OF THE VETERINARY SERVICES (VS)

DEFINITION

The appropriate level of staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively.

B. Veterinary paraprofessionals

The appropriate level of staffing of the VS to allow for *veterinary paraprofessional* (according to the WOAH definition) functions to be undertaken efficiently and effectively.

This covers WOAH *veterinary paraprofessional* categories² having trained at dedicated educational institutions with formal qualifications which are recognised by the government or the VSB.

LEVELS OF ADVANCEMENT

1. The majority of positions requiring *veterinary paraprofessional* skills are not occupied by personnel holding appropriate qualifications.
2. Some positions requiring *veterinary paraprofessional* skills are occupied by personnel holding appropriate qualifications. There is little or no veterinary supervision.
3. The majority of positions requiring *veterinary paraprofessional* skills are occupied by personnel holding appropriate qualifications. There is a variable level of veterinary supervision.
4. The majority of *veterinary paraprofessional* positions are effectively supervised on a regular basis by veterinarians.
5. There are effective management procedures for formal appointment and promotion, as well as performance assessment and performance management of *veterinary paraprofessionals*.

² Reference can be made to the WOAH Competency Guidelines for Veterinary Paraprofessionals, May 2018, available on the WOAH website at <https://www.woah.org/en/document/competency-guidelines-for-veterinary-paraprofessionals/>
 [Note: Guidance has been developed on the competencies of Community Animal Health Workers: <https://www.woah.org/en/what-we-offer/improving-veterinary-services/pvs-pathway/veterinary-workforce-development/>]

Level 3 is the “minimum viable system” for a credible, functional, and internationally recognized Veterinary Service.

The PVS Evaluation levels of advancement have 5 levels.

- **Level 1–2:** Basic or emerging capacity
- **Level 3:** *Compliance with WOAH standards*
- **Level 4–5:** Advanced, sustainable, and continuously improving systems

- **Level 3 is the threshold at which a country’s Veterinary Services demonstrate full compliance with WOAH international standards in a given critical competency.** This level is widely recognised as the minimum functional benchmark for credible, effective, and internationally trusted Veterinary Services

- Level 3 shows a functional system which operates according to international norms and standards for effective veterinary service delivery

- an essential condition for **safe trade in animals and animal products.**
- Trading partners rely on this benchmark to assess sanitary guarantees.

- **Internal Governance & Accountability**

- Achieving Level 3 requires:

- Clear mandates
- Adequate legislation
- Functional chain of command
- Budgetary autonomy
- Trained workforce

- These are the pillars of **good governance**, as defined in WOAH Chapters 3.1 and 3.2.



Customisable Cohort Analysis : PVS Achievement

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Critical Competency Performance



EN

ES

FR

Return Home

Clear All Filters



This dashboard is optimised for analysing a single critical competency at a time. Please select a competency, and remember to deselect it before choosing a different Sector or Language.

Aquatic

Terrestrial

Critical Competency

I-1.B Veterinary paraprofessionals

PVS in Africa

CC1-1B Level 3

2026 67.9%

2007 55%

53

Countries/Territories that assessed the selected Critical Competency

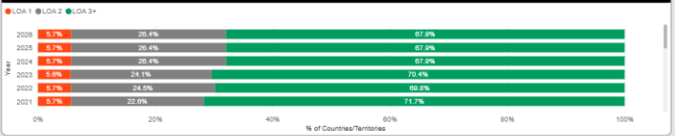
Countries/Territories Assessed

- Algeria
- Angola
- Benin
- Botswana
- Burkina Faso
- Burundi
- Cabo Verde
- Cameroon
- Central African (Rep.)
- Chad

Trends in CC Performance Across Years

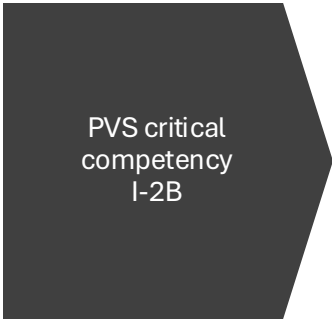


CC Performance by years



WOAH Sub-Regional Workshop on Strengthening the Performance and Integration of Veterinary Paraprofessionals (VPPs) in Veterinary Services in West Africa
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In WOA Africa region, 67.9% countries (out of 53 assessed) have achieved level 3 in terms of CC related to VPP staffing (CC I-1 B). This was 55% in 2007; again, the level-1 (Red line) decreased from 25% in 2007 to 5.7% in 2026. Though there are limitations related to these analyses, we can say that there has been a good improvement in VPP staffing in the last 20 years.



I-2. COMPETENCY AND EDUCATION OF VETERINARIANS AND VETERINARY PARAPROFESSIONALS

DEFINITION

The capability of the VS to effectively carry out their veterinary and technical functions, as indicated by the level and quality of the qualifications of their personnel in veterinary and *veterinary paraprofessional* positions.

B. Veterinary paraprofessionals

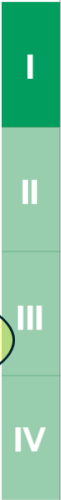
This references the WOAAH Competency Guidelines for Veterinary Paraprofessionals and WOAAH Curricula Guidelines for *Veterinary Paraprofessionals*⁴.

LEVELS OF ADVANCEMENT

1. Positions requiring *veterinary paraprofessional* skills are generally occupied by those having no formal training or qualifications from *dedicated educational institutions*.
2. The training and qualifications of those in positions requiring *veterinary paraprofessional* skills is of a variable standard and allows for the development of only basic competencies.
3. The training and qualifications of *veterinary paraprofessionals* is of a fairly uniform standard that allows the development of some specific competencies (e.g. vaccination on farms, meat hygiene control, basic laboratory tests).
4. The training and qualifications of *veterinary paraprofessionals* is of a uniform standard that allows the development of more advanced competencies (e.g. blood and tissue sample collection on farms, supervised meat inspection, more complex laboratory testing).
5. The training and qualifications of *veterinary paraprofessionals* is of a uniform standard and is subject to regular evaluation and/or updating.

⁴ Reference can be made to the WOAAH Competency Guidelines for *Veterinary Paraprofessionals* (2016) and WOAAH Curricula Guidelines for *Veterinary Paraprofessionals* (2019) available on the WOAAH website at <https://www.woah.org/en/document/competency-guidelines-for-veterinary-paraprofessionals/> and <https://www.woah.org/en/document/af-core-cv-ang/> respectively

[Note: Guidance has been developed on the competencies of *Community Animal Health Workers*: <https://www.woah.org/en/what-we-offer/improving-veterinary-services/pvs-pathway/veterinary-workforce-development/>]





Customisable Cohort Analysis : PVS Achievement

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Critical Competency Performance

EN

ES

FR

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Clear All Filters

This dashboard is optimised for analysing a single critical competency at a time. Please select a competency, and remember to deselect it before choosing a different Sector or Language.

Aquatic **Terrestrial**

Critical Competency

I-2.B Veterinary paraprofessionals

PVS in Africa

CC1-2B Level 3

2026 **68.5%**

2007 **55%**

Membership Status

Member

Region

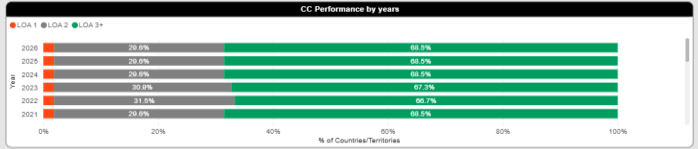
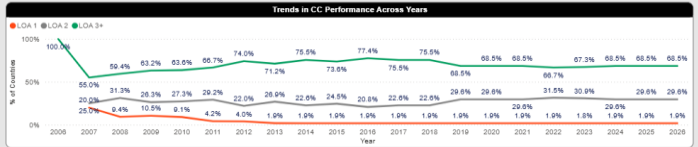
Africa

53

Countries/Territories that assessed the selected Critical Competency

Countries/Territories Assessed

- Algeria
- Angola
- Benin
- Botswana
- Burkina Faso
- Burundi
- Cabo Verde
- Cameroon
- Central African (Rep.)
- Chad
- ~



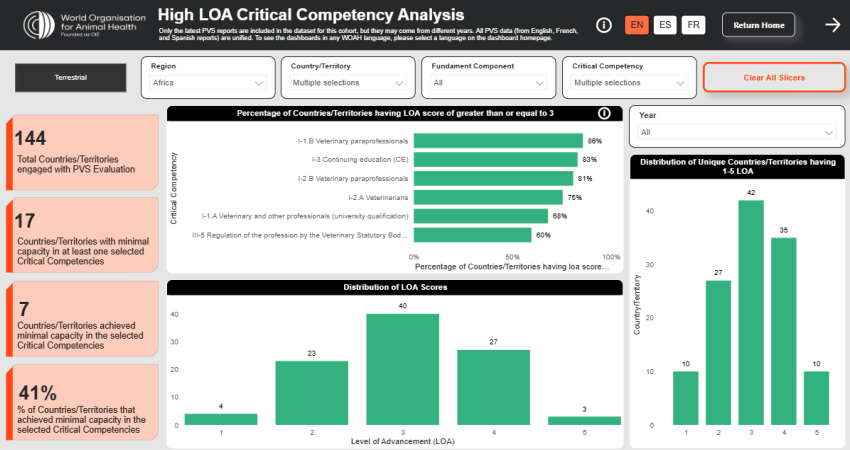
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In WOA Africa region 68.5% countries (out of 53 assessed) have achieved level 3 in terms of CC related to VPP competency (CC I-2 B). The level-1 (red line) decreased from 25% to 1.9%.

Customisable Cohort Analysis: PVS Achievement

PVS in Africa

All 17 Members engaged in PVS Pathway with WOA



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All 17 members in West Africa have engaged with WOA for PVS missions. PVS analysis indicates that out of 17 WOA Members in the West Africa sub-region, only 86% have a PVS Level of advancement (LoA) score of at least 3 for critical competency (CC) 1-1B (VPP staffing), 81% for CC I-2B (VPP Competency), and 83% for CC I-3 (Continuing Education). However, 60% of these members have achieved at least level 3 in the critical competency related to regulating the profession as set by the Veterinary Statutory Body (VSB). If you look at the situation for veterinarians, the level 3 achievement in staffing is 68%, and in competency, 75%. If we consider all the core CCs directly related to the workforce for both veterinarians and VPPs, only 7 (41%) members achieved the minimum level 3 in all the competencies.



*Number of countries in sub-region
with:*

VPPs	Access to formal training	VPP regulation
15	14	12

- They survey covered 15/17 countries in this workshop
- VPP workforce is a relevant issue for all countries
- Data would need to be updated since 2019
- VPP regulation is present in most countries but would benefit from being strengthened and harmonised in most countries



- VPP training varies from 12 to 36 months (1-3 years)
- Number of VPPs in public sector varies from 29 to 6000
- Number of VPPs in private sector varies from 42 to 1014
- Sex-disaggregated data is missing
- **WOAH strongly recommends collecting sex-disaggregated data on the number of veterinarians and VPPs (students and professionals)**

VPP training would benefit from standardisation

In some countries, there is a significant VPP workforce – and regulation of this workforce is therefore especially important



Strengths and weaknesses related to VPP workforce

Strengths	Weaknesses
A large number of VPP civil servants	Weak supervision and regulation of VPP activities
A large number of VPP training establishments	Variable competency level / inadequate harmonised initial/continuous training
The business potential of VPPs is on the rise	Poor training on Veterinary Public Health / Basic VS activities
VPPs are generally stable in their assignments	Different categories with undifferentiated functions
VPP have a good relationship with breeders	VPPs have poor awareness of health risks

An analysis of the CC1-1.B (VPP staffing) and CC1-2B (VPP competency) for all 17 countries, based on the latest available PVS reports, highlights the following five as key strengths and weaknesses of the VPP situation in the sub-region. It is essential to recognise that individual country situations can vary considerably.



PVS report recommendations	Area for improvement
Develop a legal framework for registration of VPPs and establish an appropriate supervision framework.	Legislation
Describe VPP category-wise job functions/job descriptions with the needed level of training and experience.	Competency-aligned workforce development
Conduct a staffing needs assessment and continue recruiting VPPs based on such assessments.	Competency-aligned workforce development
Build the infrastructure and capacity of VPP training institutes, including a harmonised curriculum	VPP education
Conduct regular needs assessment and invest in developing targeted continuing training programs (online/offline) in prioritised areas linking them to annual performance evaluations.	Continuing professional development
Strengthen the capacity of self-employed VPPs for better livelihood	Private sector VPPs
Provide VPPs with needed incentives, an opportunity for career progression and support the acquisition of advanced competencies.	Workforce development (career progression)

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The same analysis indicated the following seven generic PVS recommendations for the sub-region.



Workforce assessment and planning

- Regional and sub-regional workshops
- National workshops
- Veterinary workforce assessment tool (2026)



Education and continuing education

- Competency and curriculum guidelines for Vets, VPPs and CAHWs
- VEE Twinning Programme
- VPP competency and curriculum assessment and alignment programme
- Competency-based training system

Governance

- Legislation: Veterinary Legislation Support Programme (VLSP)
- Regulation: VSB Twinning Programme
- VSB support (2026)

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Merci!

Thank you!

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