

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





Key concepts related to Veterinary workforce development

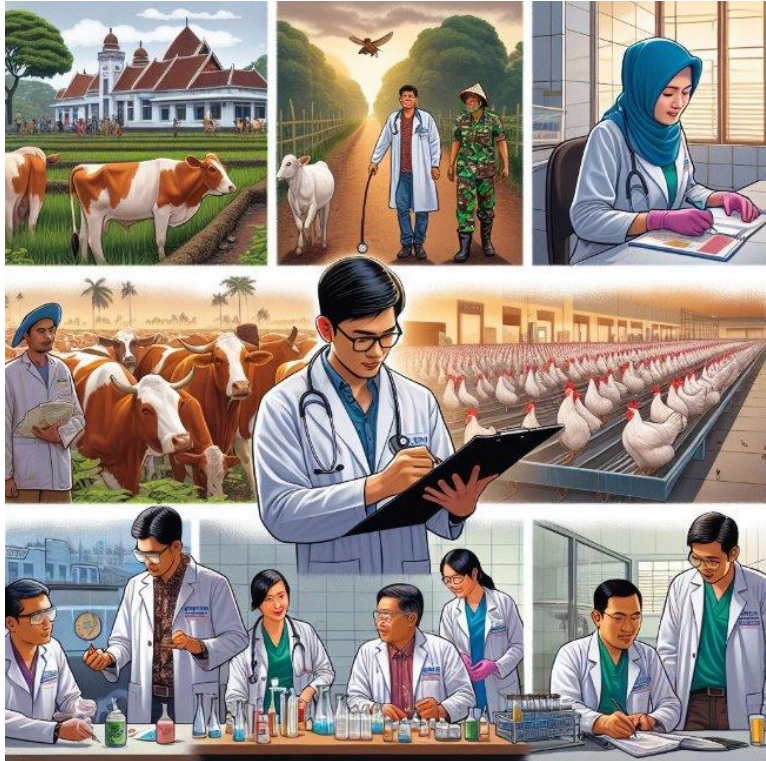
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**DO YOU KNOW THE
DIFFERENCE BETWEEN**



House
vs
Home



What is the workforce?



WORK + FORCE

Jobs

**(Tasks /
Responsibilities)**

People

(Numbers, Abilities, Knowledge, Skills)

**Enabling
Environment**



- **A**vailability of service
- **A**ccess to service
- **A**bility of the provider
- **A**ceptability of the service
- **A**ffordability of the service
- **A**dequacy of service
- **A**ccountablilty of provider

Workforce-related decisions are linked to the 7 A's of service delivery.



Should we prioritise investment in workforce development?



Importance of knowing the work

Work tells us what kind of workforce we need: today and tomorrow.

Knowing the nature and volume of work helps plan staffing levels, training pathways, and investments more realistically.



‘Public good’ work vs. ‘Private good’ work

‘Public Goods’ work or functions are defined as goods or services that primarily benefit the **public at large**.

‘Private Goods’ or functions are defined as goods or services that primarily benefit the **individual** who receives them.



Can you classify the following veterinary work as public and private?

Animal disease surveillance

Clinical animal health services
directly to farmers and herders

Certification of animal health for trade.

Pregnancy diagnosis



The responsibility of actors in the delivery of Public and Private Good veterinary work

Lead responsibility

Funding responsibility

Implementation responsibility

Public and Private Good Functions



Disease control activities for African swine fever (ASF).

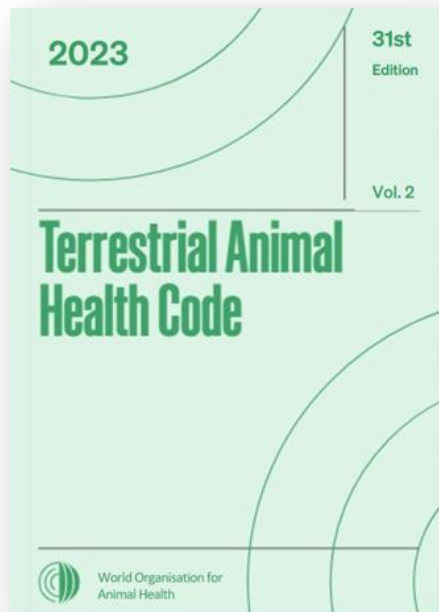


Swine slaughter inspection at an abattoir



A Community Animal Health Worker (CAHW) vaccinating goats.

Delegation and Public-Private Partnerships



Online
Access



Chapter 3.2 of the TAHC provides standards on the Quality of Veterinary Services. Article 3.2.6 on Stakeholders states that:

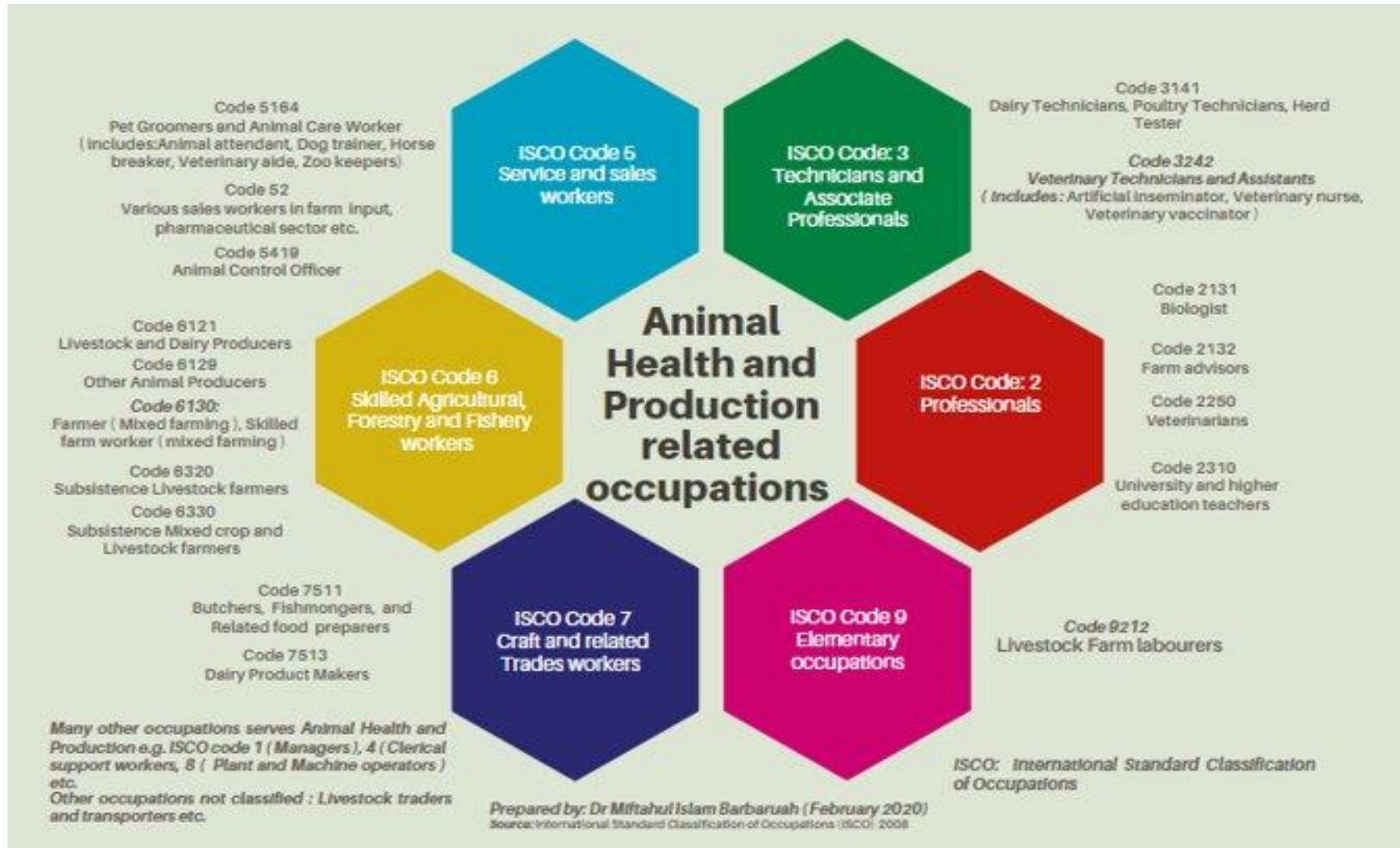
“Competent Authorities should, where applicable, have the **authority and capability to develop or engage in public private partnerships to deliver animal health, animal welfare or veterinary public health outcomes.**” That is:

- to **accredit, authorize or delegate** to the **private sector**;
- to develop or participate in collaborative joint programs with producers or other stakeholders.

WOAH has produced guidelines for both public and private sectors to help advocate for, develop and implement public-private partnerships in the veterinary domain.



Animal Health and Production-related Occupations



Source: Miftahul I. Barbaruah, Sonia Fèvre (2021): Veterinary workforce development: the relevance of skill qualification, education, and occupational frameworks, OIE Bulletin (01/2021) <http://dx.doi.org/10.20506/bull.2021.NF.3162>



Would you like to reflect on the workforce categories that contribute to Animal Health in your country?



Veterinary Paraprofessional (VPP) as a workforce category

DEFINITION



VETERINARY PARAPROFESSIONAL

means a person who, for the purposes of the *Terrestrial Code*, is authorised by the *veterinary statutory body* to carry out certain designated tasks (dependent upon the category of *veterinary paraprofessional*) in a territory, and delegated to them under the responsibility and direction of a *veterinarian*. The tasks for each category of *veterinary paraprofessional* should be defined by the *veterinary statutory body* depending on qualifications and training, and in accordance with need.



Sub-categories of Veterinary Paraprofessional (VPP)

WOAH has avoided naming categories of VPPs and instead has assumed that VPPs will receive formal training at either the certificate, diploma or degree level from training institutions **accredited by the appropriate government agency or the veterinary statutory body**, and the **activities that they are permitted to conduct** will reflect their level of formal training.



Competent and Fit for purpose

Competent workforce:

Focus is to have proven ability in individuals to apply appropriate knowledge, skills and abilities (attitude and behaviours)

Fit for purpose workforce:

Focus is on the workforce structure that matches national needs (distribution, skill mix, deployment).



Inclusive and Resilient

Inclusive veterinary workforce:

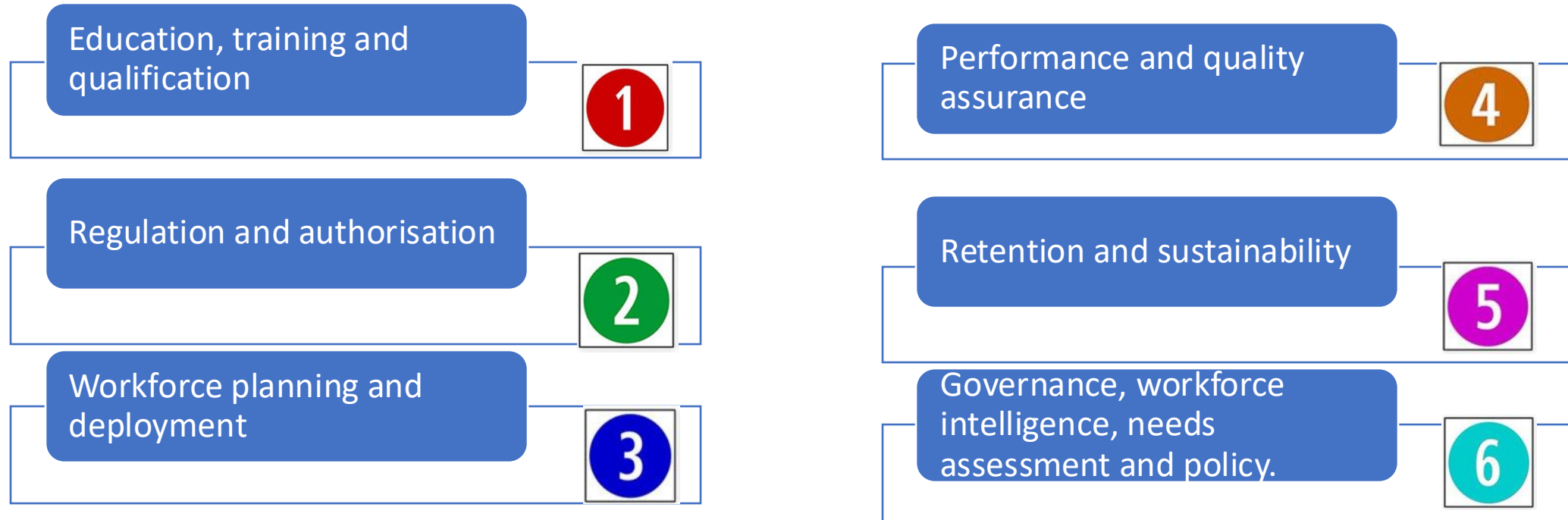
A veterinary workforce system that ensures equitable participation, representation and access across different professional categories, genders, geographic areas and career stages, and that provides safe, supportive and non-discriminatory working environments within Veterinary Services.

Resilient veterinary workforce:

A veterinary workforce system that can sustain core Veterinary Service functions, adapt to changing national needs and emergencies, and maintain professional competence and institutional continuity over time.



Components of the Veterinary Workforce System



Presented for discussion only:

This construct is still under development, is not WOAHA-approved, and should not be cited.



Phases of Workforce Development Cycle



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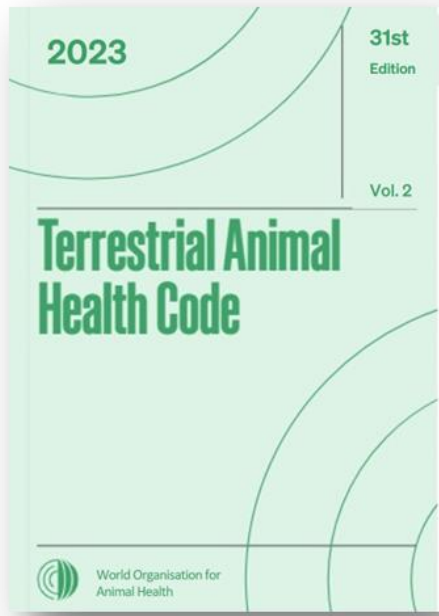


What is workforce planning?



Veterinary workforce planning is the process of ensuring the nation has the **right number and mix** of veterinary service providers in the **right places** to **reliably (on time)** provide required veterinary services at **acceptable costs**.

Evaluation of Veterinary Services (VS)



The importance of regular evaluation of VS is the focus of Chapter 3.2 of the TAHC 'Quality of Veterinary Services'. The evaluations is implemented through the PVS Pathway.

In alignment with TAHC, during the evaluation of Veterinary Services:

- Adequate human resource (HR) capacity, i.e., the veterinary workforce is cited as an essential element (TAHC 3.2.2.1) (Right people)
- HR component of Veterinary Services should include civil service (public sector) employees (veterinarians and VPPs) as well as part-time private sector veterinarians and VPPs (TAHC 3.2.5.1) (Right people, right time)
- Categories should be identified and matched to skills and the tasks performed (TAHC 3.2.5.2) (Right skills)
- Staff should have access to appropriate levels of fixed, mobile and budgetary resources to do their jobs (TAHC 3.2.5.4) (Right place, right cost)

PVS Critical Competencies directly relevant to Workforce Development

- **CC-I-1: Staffing of VS (Professionals/VPPs)**
- **CC-I-2: Competency and Education (Professionals/VPP)**
- **CC-I-3: Continuing Education**
- **CC-III-5 Regulation of the professions by the VSB**

Evaluation of the Performance of Veterinary Services

PVS Tool

Terrestrial 2024

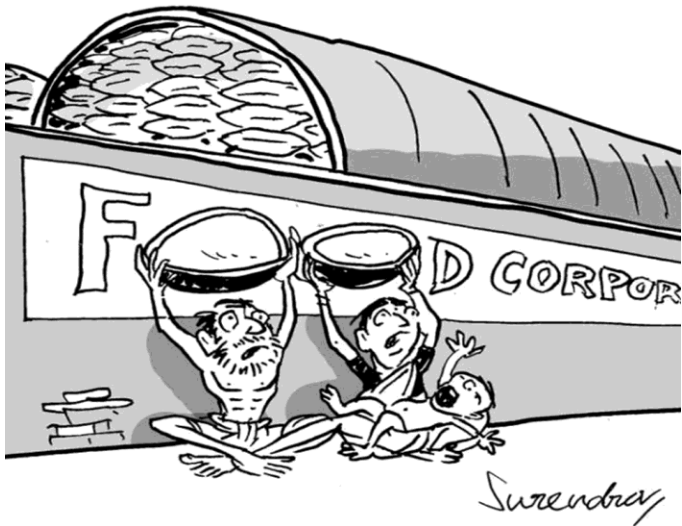




Workforce deployment: Need Vs Demand Vs Supply

Let us reflect on issues that deployment needs to address

1



Last mile problem

2



Poor planning and targeting and delivery of need-based services thereof

3



"YOU SHOULD HAVE CALLED ME SOONER."
Poor reporting

4



Demand for Lab support



During workforce planning, can VPPs/CAHWs be considered a potential solution for underserved areas?





How can we create an environment that supports and enables the veterinary workforce?



Ensure a legal basis is established, defining a category with permitted work and regulatory provisions.



Clearly describe rights and entitlements (prerogative)



Enforce reporting, mentoring and supervising relationships.



Give Access to harmonised education and training for growth and mobility (Initial / Continuing).



Ensure a friendly, safe, and collaborative workplace.



WOAH Perspective on the Veterinary Workforce

A broad range of service providers can participate (e.g., veterinarians, VPPs, and even CAHWs), but **all must operate within the framework of the law** and be properly trained, regulated and supervised.

WOAH acknowledges that the prerogatives and activities permitted across various regulated categories of the workforce vary among Members depending on local considerations.

The Veterinary workforce should strive for gender balance, youth participation, and a safe and supportive working environment.

Member nations should maintain systems to assist in regular workforce planning.



Goal of WOAHA's Workforce Development Programme

To strengthen and sustain a **competent, fit-for-purpose, inclusive** and **resilient** veterinary workforce system, supported by appropriate governance and resources, that enables Members to progressively comply with WOAHA international standards and deliver high-quality Veterinary Services within a One Health framework.

Thank you

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