Empowering Veterinary Services:
From Evidence to Action through the PVS Pathway and Training Platform

Dr Valentyna Sharandak
Dr Rahul Srivastava

Capacity Building Department

18th Conference of the Regional Commission for the Middle East
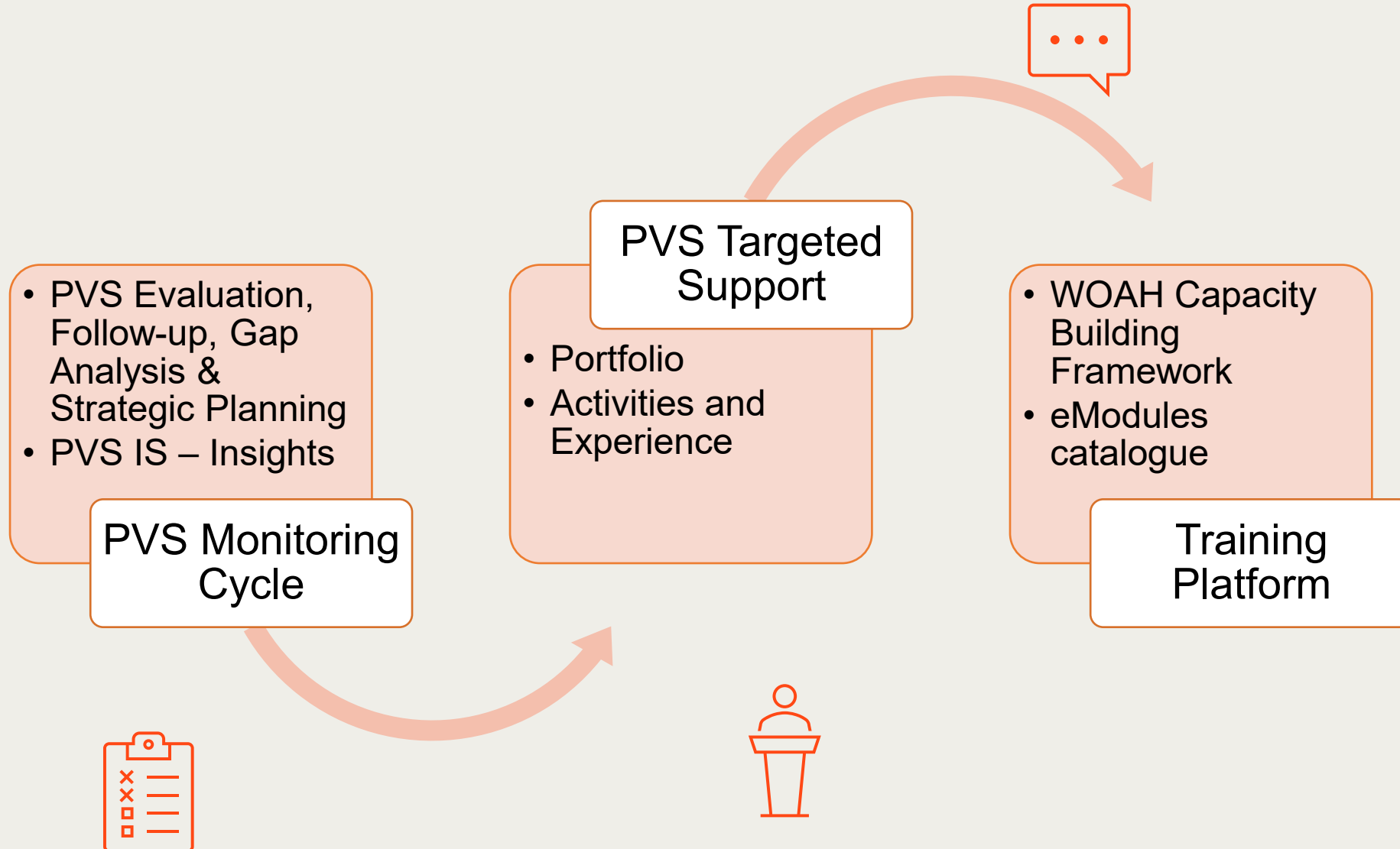Cyprus, 24- 28 November 2025

World Organisation for Animal Health
Founded as OIE

Organisation mondiale de la santé animale
Fondée en tant qu'OIE

Organización Mundial de Sanidad Animal
Fundada como OIE

- PVS Evaluation, Follow-up, Gap Analysis & Strategic Planning
- PVS IS – Insights

PVS Monitoring Cycle

PVS Targeted Support

- Portfolio
- Activities and Experience

- WOAH Capacity Building Framework
- eModules catalogue

Training Platform

Priority areas for the Region (Session's Pics)

TADs- FMD PPR AI

AMR

Aquatic

One Health

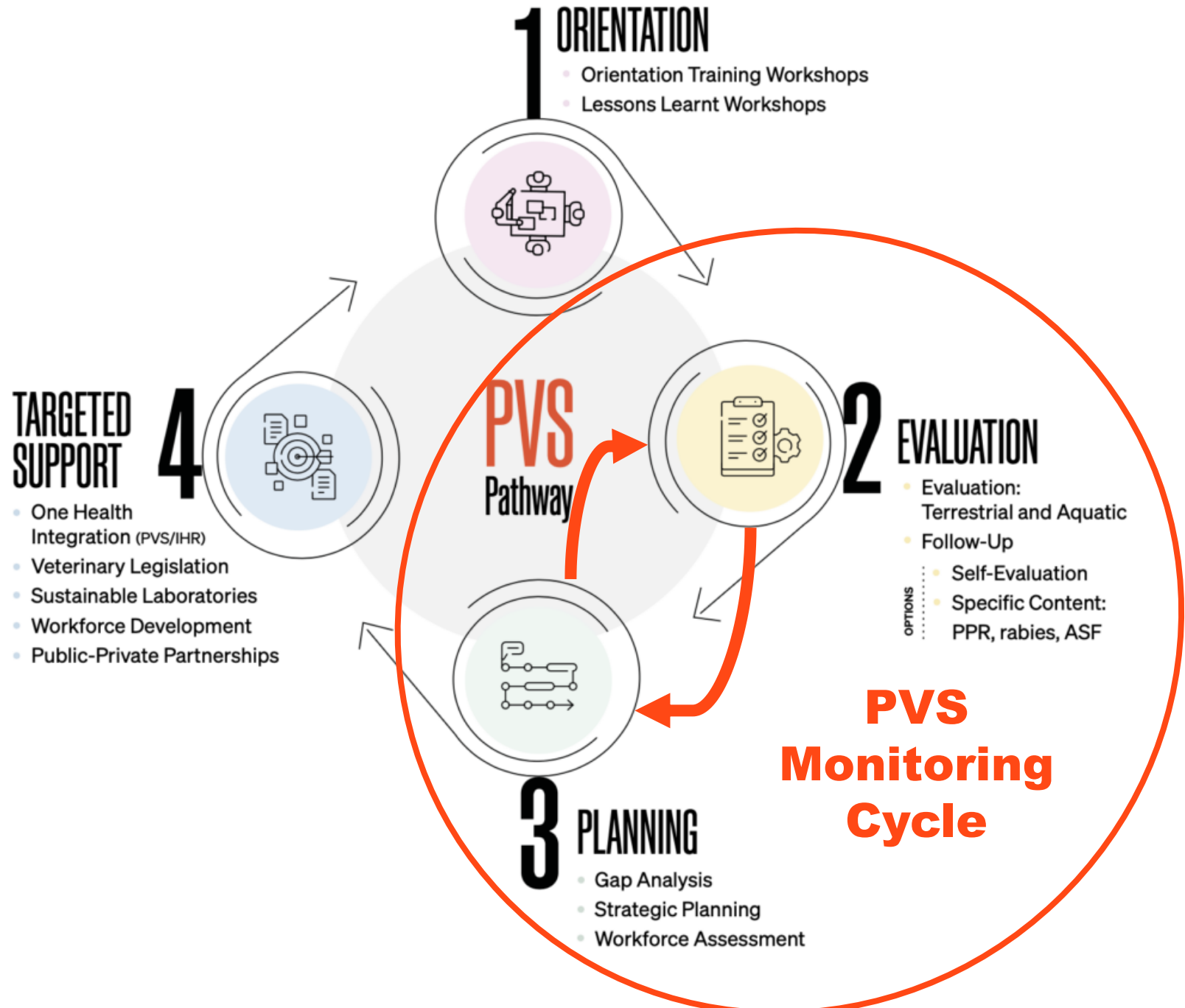Wildlife

كل الطرق تؤدي إلى قمة الجبل

PVS
Pathway

The PVS Pathway is a Monitoring & Evaluation Framework AND a capacity building programme, and therefore can support informed action & accountability

What single word comes to your mind when you think of the PVS Pathway's role in strengthening Veterinary Services?
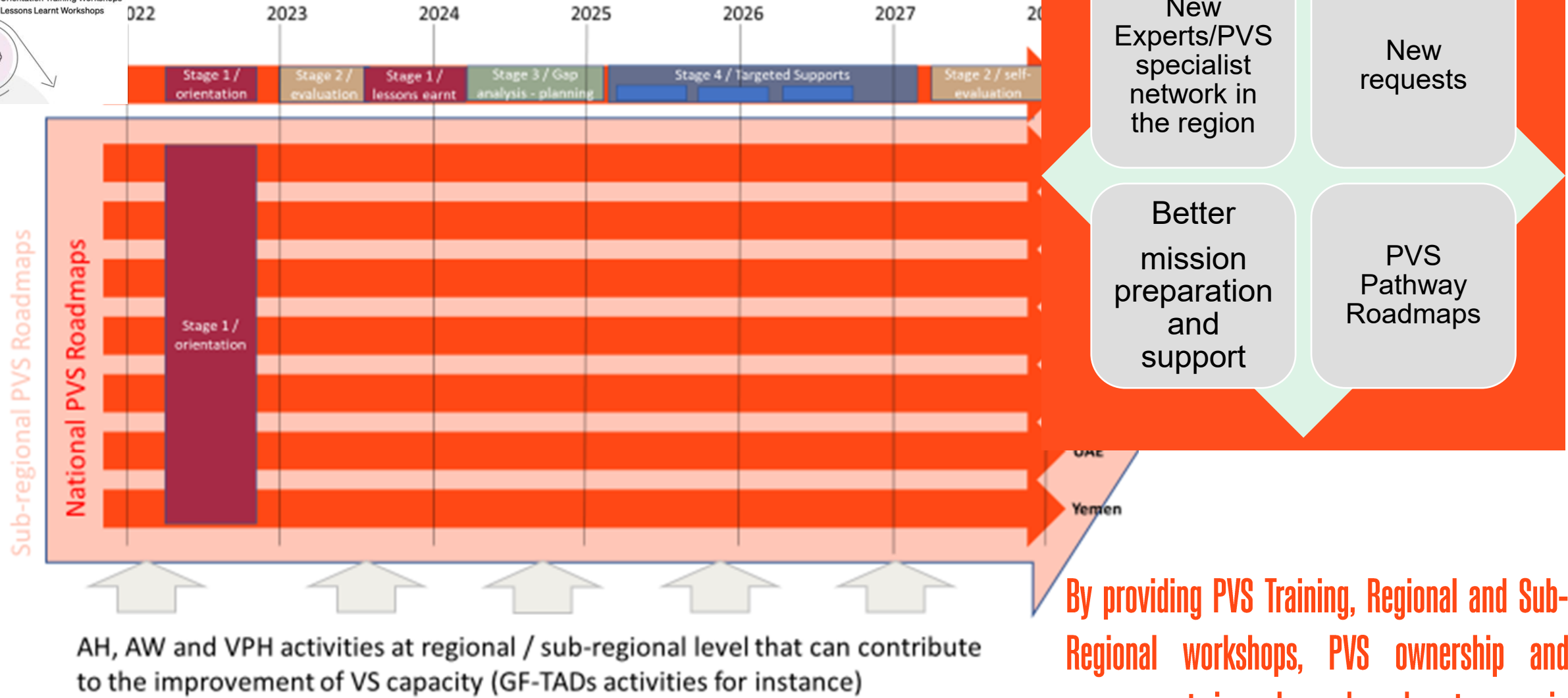
Orientation Workshop

By providing PVS Training, Regional and Sub-Regional workshops, PVS ownership and engagement is enhanced and outcomes in countries are stronger.

PVS Pathway Sub-Regional Orientation Training Workshop

19-22 September 2022

Abu Dhabi, United Arab Emirates

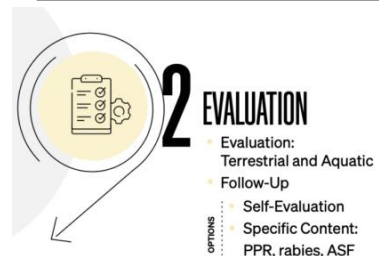## PVS Pathway Regional Orientation Training Workshop for Middle East
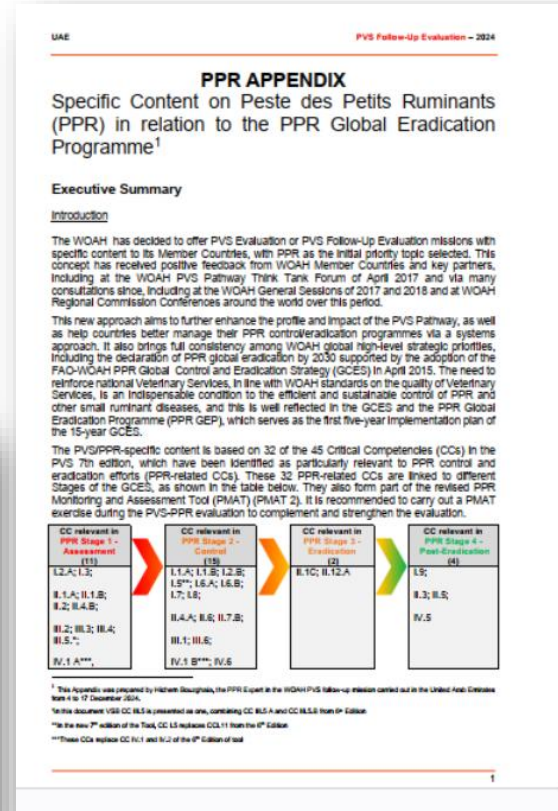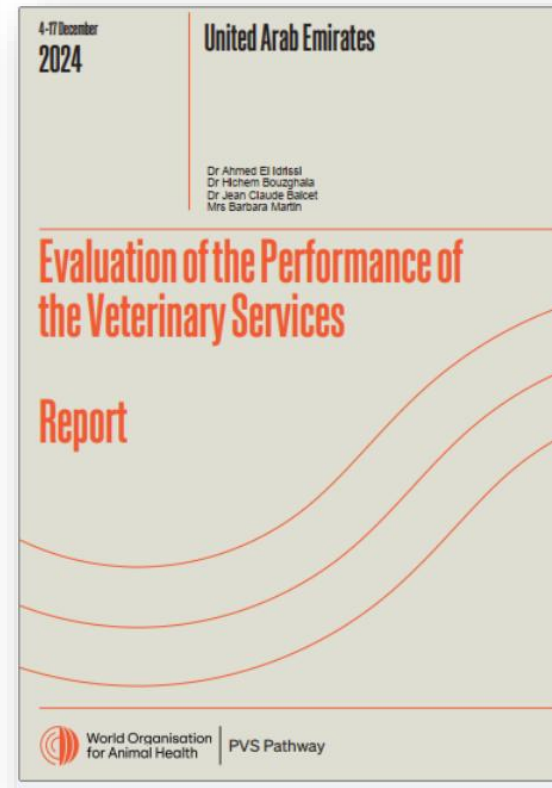
06-09 February 2023

Amman, Jordan

2 EVALUATION

- Evaluation:
  Terrestrial and Aquatic
- Follow-Up
  - Self-Evaluation
  - Specific Content:
    PPR, rabies, ASF

PVS Evaluation in 2025

Another country modality

Somalia

- New mission modalities
- PVS Evaluation mission
- PVS Evaluation FU with Specific Contents– PPR
- Missions funding
- New Experts

4–17 December 2024

United Arab Emirates

Dr Ahmed El Idrissi
Dr Hichem Bouzghaia
Dr Jean Claude Balcet
Mrs Barbara Martin

Evaluation of the Performance of the Veterinary Services

Report

World Organisation for Animal Health | PVS Pathway

UAE — PVS Follow-Up Evaluation – 2024

PPR APPENDIX
Specific Content on Peste des Petits Ruminants (PPR) in relation to the PPR Global Eradication Programme[1]

Executive Summary

Introduction

EVALUATION

PVS Evaluation in 2023

Remote modality

Iraq

PVS Follow-Up Evaluation in 2025

Remote modality

Yemen

EVALUATION

PVS Follow-Up Evaluation in 2024 with PPR

UAE

PVS Evaluation in 2023 Request for Aquatic Evaluation

PVS Evaluation Follow-Up with PPR Specific Content in 2025

Saudi Arabia

Qatar

Fundamental Components -----

Gap Pillars = National Priorities

Pillars	CCs
Pillar 1: Strengthen and improve national Veterinary Services governance and technical capacity.	CC.II.4A&B ; CCII.5 ; CCII.6 ; CCII.11
Pillar 2: Improve animal health and welfare to increase livestock production, productivity and competitiveness.	CCII.7 A&B ; CCII.8 ; CCII.9 ; CCII.10…
Pillar 3: Improve market access for animals and ani... products.	
Pillar 4: Improve, using the One Health approach, v... public health including zoonoses, food safety and AMR/AMU.	

Organisation of veterinary services and animal care services

Livestock and animal production supply chain development

Veterinary Public Health and One Health

3 PLANNING
- Gap Analysis
- Strategic Planning
- Workforce Assessment

Critical Competency Card 1- Determine the targeted level

- <u>Selection of targeted level</u>

- <u>Definition of the proposed strategy</u>
  - Possible iteration

- <u>Activities</u>
  - To implement strategy

PILLAR 1 – II-4. Surveillance and early detection
A. Passive surveillance, early detection and epidemiological outbreak investigation

1. Definition of this PVS Critical Competency
The authority and capability of the VS to determine, verify and report on the sanitary status of their animal populations, including wildlife, in a timely manner.

2. Desired Level of Advancement (DLA)
1. The VS have very limited passive surveillance capacity, with no formal disease list, little training/awareness and/or inadequate national coverage. Disease outbreaks are not reported or reporting is delayed.
2. The VS have basic passive surveillance authority and capacity. There is a formal disease list with some training/awareness and some national coverage. The speed of detection and level of investigation is variable. Disease outbreak reports are available for some species and diseases.
3. The VS have some passive surveillance capacity with some sample collection and laboratory testing. There is a list of notifiable diseases with trained field staff covering most areas. The speed of reporting and investigation is timely in most production systems. Disease outbreak investigation reports are available for most species and diseases.
4. The VS have effective passive surveillance with routine laboratory confirmation and epidemiological disease investigation (including tracing and pathogen characterisation) in most animal sectors, and covering producers, markets and slaughterhouses. There are high levels of awareness and compliance with the need for prompt reporting from all animal owners/handlers and the field VS.
5. The VS have comprehensive passive surveillance nationwide providing high confidence in the notifiable disease status in real time. The VS routinely report surveillance information to producers, industry and other stakeholders. Full epidemiological disease investigations are undertaken in all relevant cases with tracing and active follow up of at-risk establishments.

3. Strategy to reach the Desired Level of Advancement (if relevant)
To consolidate the level 3, it will be important to strengthen technical independence (I.4) to ensure an immediate and transparent reporting, and to strengthen the veterinary network in regions with a lack of veterinarians and VPPs, such as ASAL

4. Activities to implement (chronological)

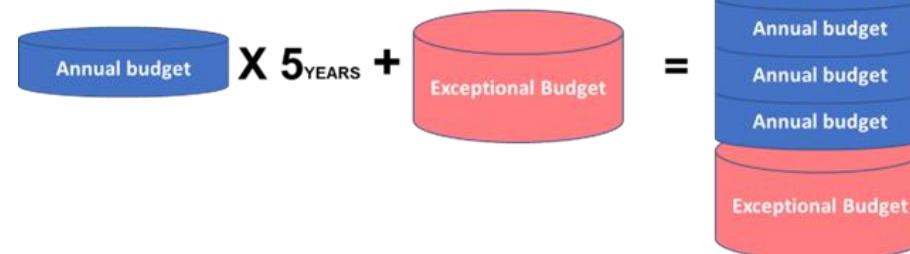| Specific activities		
	Y1	1-Strengthen awareness for animal owners and farmers, and specially extend the use of the digital tool (M-DHARURA, and community reporting tool KABS). 2- Strengthen the trained staff in slaughterhouses and slaughter slabs. 3- Strengthen surveillance on live animal markets. NB : See also laboratories on logistics for collection sample with county hubs.
	Y2	4- Strengthen the veterinary network in counties with gaps of veterinarians, including private veterinarians. A strategy should be established after the study recommended in I.1B.
	Y3	
	Y4	
	Y5	

Budget total

$$\text{Annual budget} \times 5\,\text{YEARS} + \text{Exceptional Budget} = \begin{cases} \text{Annual budget} \\ \text{Annual budget} \\ \text{Annual budget} \\ \text{Annual budget} \\ \text{Annual budget} \\ \text{Exceptional Budget} \end{cases}$$

SUB-TOTAL VETERINARY LABORATORIES

Resource and cost lines	Current Number	Required Number	Unit Cost	Years of amortisation	Annual cost	Exceptional cost
Material investments						
Buildings ()						
Maintenance cost per (m²)	-		48	1		
Renovation cost per (m²)	-		186	5		
Building cost per (m²)	-		957	20		
Transport (Purchasing cost)						
Motorbikes						
Cars						
4x4 vehicles						
Other specific vehicles for Vet. Laboratories*						
Other specific vehicles for Vet. Laboratories*						
Staff office equipment set						
Other specific office equipment set						
Other specific equipment						
Other equipment for Vet. Laboratories*						
Other equipment for Vet. Laboratories*						
Sub-total Material investments						
Non material investments						
Training						
Specialised training (person-months/5 years)						
Continuing education (person-days/year)						
National expertise (days/5 years)						
International expertise (weeks/5 years)						
Special funds (/ 5 years) for …						
Sub-total non material expenditure						
Salaries						
Veterinarians						
Other university degree						
Veterinary para-professionals						
Support staff						
Sub-total Salaries						
Consumable resources						
Administration						
Travel allowances						
staff within the country (person-days) / year						
drivers within the country (person-days) / year						
staff abroad (person-weeks) / year						
Transport costs						
Km or miles Motorbikes / year						
Km or miles cars / year						
Km or miles 4x4 vehicle / year						
Other transport fees*						
Other transport fees*						
Specific costs						
Targeted specific communication						
Consultation (number of 1 day meetings)						
Kits / reagents / vaccines						
Other costs for Vet. Laboratories*						
Other costs for Vet. Laboratories*						
Delegated activities						
Sub-total Delegated activities						
Total in	USD					
Total in	KGS					

TOTAL COST

Resource and cost lines	Current Number	Required Number	Unit Cost	Years of amortisation	Annual cost	Exceptional cost	Total cost for 5 years	% annual cost	% total cost for 5 years
Material investments									
Buildings ()	-	-							
Maintenance cost per (m²)	-	-	48	1					
Renovation cost per (m²)	-	-	186	5					
Building cost per (m²)	-	-	957	20					
Transport (Purchasing cost)									
Motorbikes	-	-	800	5					
Cars	-	-	5,714	5					
4x4 vehicles	-	-	4,929	7					
Other vehicles									
Other vehicles									
Staff office equipment set	-	22	571	5	2,512		12,562	1.0%	0.
Other specific office equipment set	-	-	314	5					
Other specific equipment									
Other equipment					121,600	8,000	616,000	46.0%	
Other equipment					1,200	6,000	12,000	0.5%	
Sub-total Material investments					125,312	14,000	640,562	47.4	
Non material investments									
Training									
Initial training									
Specialised training (person-months/5 years)	-	64.5	2,072			133,644	133,644		
Continuing education (person-days/year)		725.0	81		59,015		295,0		
National expertise (days/5 years)	-	-	86						
International expertise (weeks/5 years)		99.0	10,789			1,068,111	1,06		
Special funds						100,000			
Sub-total non material expenditure					59,015	1,301,755			
Salaries									
Veterinarians	-	13.0	171		2,223				
Other university degree	-	8.0	171		1,368				
Veterinary para-professionals	-	-	71						
Support staff	-	1.0	71		71				
Sub-total Salaries					3,662		18,3		
Consumable resources									
Administration			20%		732		3,662		
Travel allowances									
staff within the country (person-days) / year	-	-	9						
drivers within the country (person-days) / year	-	-	9						
staff abroad (person-weeks) / year	-	-	2,069						
Transport costs									
Km or miles Motorbikes / year	-	-	0.04						
Km or miles cars / year	-	-	0.13						
Km or miles 4x4 vehicle / year	-	-	0.13						
Other transport fees									
Other transport fees									
Specific costs									
Targeted specific communication	-	1			17,400		87,000	6.6%	3.3%
Consultation (number of 1 day meetings)	-								
Kits / reagents / vaccines	-								
Other costs					28,000		140,000	10.6%	5.3%
Other costs					30,000		150,000	11.4%	5.7%
Sub-total Consumable resources					76,132		380,662	28.8%	14.4%
Delegated activities									
Specific delegated activities									
Specific delegated activities									
Sub-total Delegated activities									
Total in	USD				264,122	1,315,755	2,636,364	100%	100%
Total in	KGS				18,488,526	92,102,850	184,545,480		

VETERINARY …
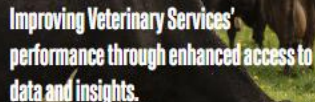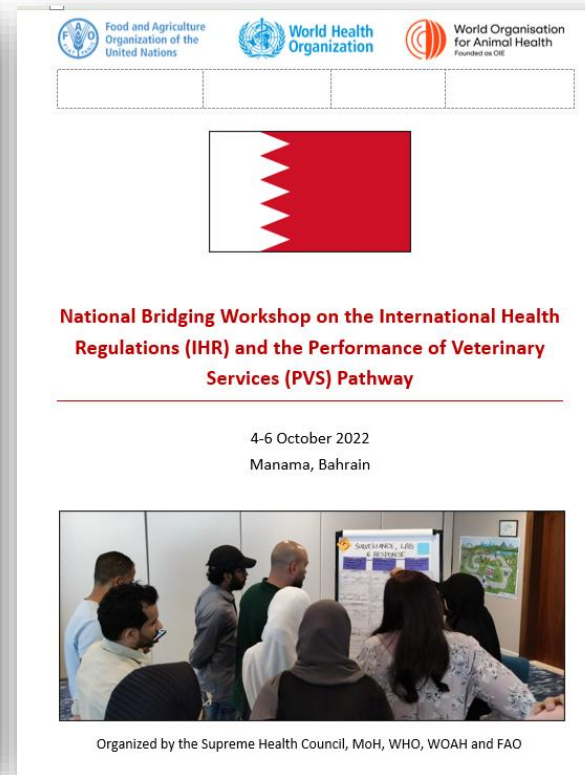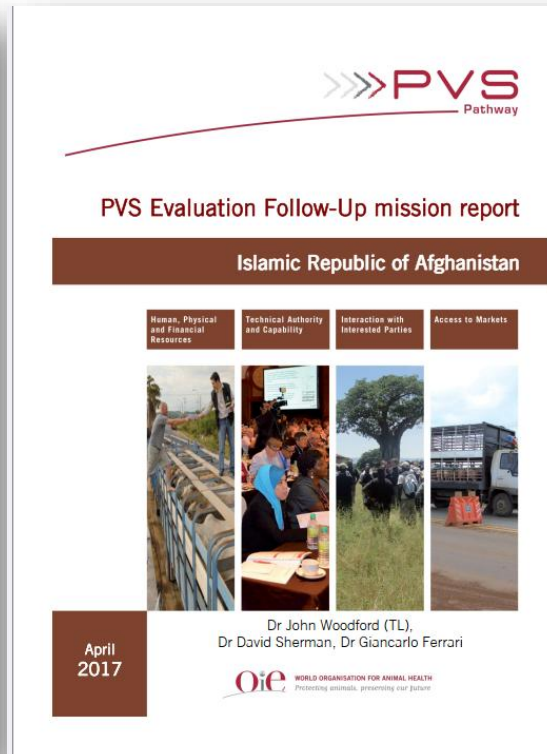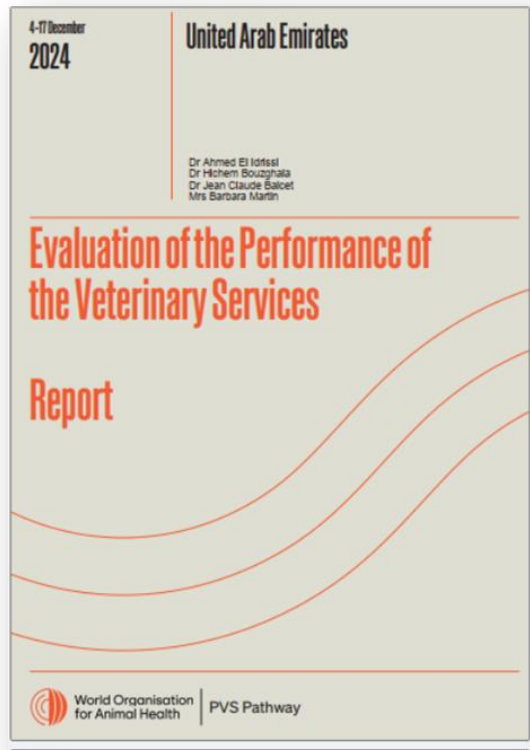**CC: II-1.B Suitability of …**

Total in USD 8,459
Total in KGS 592,158

➢ Determine activities to be carried out to achieve expected results

➢ Develop an indicative costing of the human and physical resources required for the effective and efficient implementation of the activities defined

➢ Support the preparation of national investment programmes

PVS Pathway Information System

PVS Reports, in particular Evaluation Reports, are an essential tool to conduct needs assessment

Recommendations, strengths and weaknesses are the first stop

I-2. COMPETENCIES AND EDUCATION OF VETERINARIANS OR AQUATIC ANIMAL HEALTH PROFESSIONALS, AND TECHNICAL PERSONNEL

DEFINITION

The capability of the AAHS to effectively carry out their veterinary or *aquatic animal health professional* practices and technical functions, as indicated by the level and quality of the qualifications of their personnel in veterinary or *aquatic animal health professional* positions.

B. *Aquatic animal* health technical personnel, including *veterinary paraprofessionals*

LEVELS OF ADVANCEMENT- 1

1. Positions requiring technical personnel 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 technical personnel skills are of a variable standard and allow for the development of only basic competencies.

3. The training and qualifications of technical personnel are of a fairly uniform standard that allows the development of some specific competencies (e.g. supervised treatment administration on farms, *aquatic animal product* hygiene control, basic *laboratory* tests).

4. The training and qualifications of technical personnel are of a uniform standard that allows the development of more advanced competencies (e.g. tissue sample collection on farms, supervised aquatic *animal product* inspection, complex *laboratory* testing).

5. The training and qualifications of technical personnel are of a uniform standard and are subject to regular evaluation and/or updating.

I-2.B.a. Findings:

There is no official training for veterinary paraprofessionals. The Tonga National University provides a degree on agricultural science (3 years) and diploma studies of 1 year. In 2025 the university will also offer a certificate in animal care. The degree is new and there are no graduates yet, 10 students have completed the 2nd year (14 started).

The curriculum includes 2 courses in animal health in the second and third year. The curriculum was discussed with MAFF. The course is mostly about agricultural production including some courses on animal production with limited practical training. Basic concepts of disease diagnostics and therapeutics are taught by MAFF livestock division non veterinarian staff. Zoonosis conditions are part of the curriculum but no training on meat inspection or other food safety aspects is included. No training is available about aquatic species but a course on aquaculture is planned and there is are ongoing discussions with MOF about a possible aquaculture degree/diploma.

The Tonga National University is working with a New Zealand university to develop a curriculum which could open doors as a pre-requisite for access to the veterinary school in NZ.

A College of agriculture in one of the outer island offers a degree on crop and livestock production.

I-2.B.b. Strengths:

➢ The Tonga National University provides training with courses on livestock production

I-2.B.c. Weaknesses:

➢ No education training is available for aquaculture or AAH

I-2.B.d. Recommendations:

➢ Review AAH training needs and explore AAH training opportunities offered throughout the region.

➢ Reinforce onboarding training for MOF staff to cover the needs of AAH and food safety of aquatic animal health products

I-2.B.e. Evidence (as listed in Appendix 5): 26, 27

Tonga university – courses https://tnu.edu.to/school-of-agriculture-course-description/

In each Critical Competency Section (45):

- The 'Strengths' and 'Weaknesses' sections can:
    - Demonstrate where you are in each domain
    - Help you identify what to maintain and what to improve

- The 'Recommendations' section can:
    - Suggest actions or directions that can be taken to improve capacity
    - When looked at together, inform on the main strategic areas

Methods

Positions occupied by veterinary para-professionals are being gradually replaced by veterinary positions in DVOs.

The number of veterinarians working in the West Bank is likely to increase over the coming years because of the creation of a veterinary college, in addition to the veterinarians who are returning after studying abroad.

Changes:

➢ Job descriptions are now issued for the VS staff.
➢ GDVS has no administrative and finance division anymore.
➢ GDVS personnel have reduced from 11 to 8 veterinarians only.
➢ Gradual replacement of veterinary para-professionals by veterinarians.
➢ GDVS started involving private veterinarians in official activities (rabies vaccina

Strengths:

➢ Veterinarians hold the key positions.
➢ Job descriptions exist.

Weaknesses:

➢ Insufficient number of veterinarians (or univer   staff in management functions) at GDVS for Palestine's VS in transition a   ore has to spend additional human resources to reform the VS in additi   ucting routine tasks. There are some vacant positions at GDVS.
➢ A large proportion of the   veterinarians are conducting animal vaccination (which could be offici   gated to private veterinarians) at the expense of the conduct of other   t missions: disease surveillance, supervision of municipal slaughterhouse   rol of VMPs etc.

Recommendations

➢ While waiting for a new definition of the missions of the VS, a small number of veterinarians should be recruited to fill the gaps between what the VS are supposed to do and what the activities currently are, i.e. without a change in the mandate of GDVS-DVOs.
➢ In the longer-term, a slightly larger number of veterinarians will be needed at GDVS, while the number of veterinarians employed in DVOs could be sufficient providing that animal vaccination be officially delegated to private veterinarians (under strict supervision from the DVOs) in order to free more time for the DVO veterinarians to better organise animal disease control plans, control the retailing, prescription and usage of VMPs etc.
➢ The GDVS would also benefit in upgrading the technical management capacity by the addition of one or more non-technical positions to assist the technical staff with operational management, information management etc.

Recommendations

↓

Key Recommendations

↓

Umbrella Recommendations

Unique raw text narrative written by PVS Experts

Summary of the raw text with an action verb and a main idea

Grouped similar recommendations that can be quantified and prioritised

PVS IS Insights: General Recommendations

Global

Most frequent **recommendations**
1. **Train veterinary paraprofessionals**
2. **Improve the infrastructure and resources of VS**
3. **Encourage veterinary training and education**
4. **Develop legislation for veterinary medicines**
5. Increase the number of veterinarians
6. Improve access to veterinary medicines

Most Frequent Umbrella Recommendations

Recommendation	Raw Recommendations
Training of veterinary paraprofessionals	353
Improving the infrastructure and resources of veterinary services	267
Encourage Veterinary Training and Education	218
Develop Legislation for Veterinary Medicines	208
Increase the number of veterinarians	186
Improve Access to Veterinary Medicines	180

Middle East

Most frequent **recommendations**
1. **Training of veterinary paraprofessionals**
2. **Improve the infrastructure and resources of VS**
3. **Develop legislation for veterinary medicines**
4. Develop Contingency Plans for diseases
5. Develop and revise veterinary legislation
6. **Develop continuing education for veterinarians**

Most Frequent Umbrella Recommendations

Recommendation	Raw Recommendations
Training of veterinary paraprofessionals	78
Improving the infrastructure and resources of veterinary services	60
Develop Legislation for Veterinary Medicines	36
Develop Contingency Plans for Diseases	32
Developing and revising veterinary legislation	32
Developing continuing education for veterinarians	30

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Terrestrial

Region

Middle East

5	1	7	50%	6	12
Submitted Surveys	Partially Filled Surveys	Pending Surveys	% of Members participated	Members Responded	Total Eligible Members

Section completion- % of questions

Section completion- % of members

Distribution of Surveys by Status

Partially Filled 8%

Submitted 38%

Pending 54%

Response Engagement

mapbox

Section Completion Rate by % of Questions

- 97% — PVS Evaluation En...
- 100% — Overall Impression ...
- 79% — Actions Taken, by ...
- 79% — Overall CC Questions
- 88% — Overall Impact and ...
- 51% — Workforce Develop...
- 100% — Acknowledgement

Completion Rate (y-axis): 0%, 50%, 100%

Section (x-axis)

50% response rate (6/12 eligible Members)

There is still time for the remaining 6 Members in the region to participate through end 2025!

Be sure to reply to all questions about the recommendations!
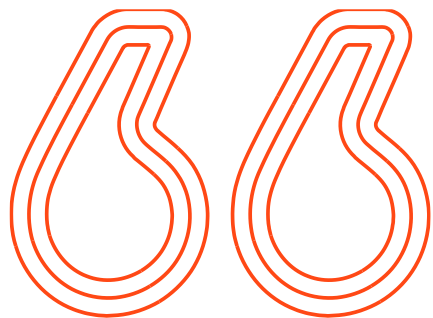
Members in the Middle East Region took action on 73% of recommendations made in their latest PVS Evaluation report.

Preliminary results, first-ever PVS Self-Assessment Annual Report 2025, based on responses from 6 Members in Middle East

Planning to implement 27%

Fully implemented 35%

Partially implemented 38%
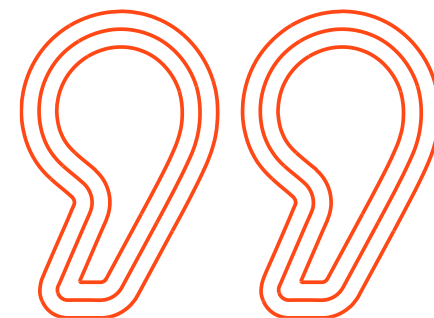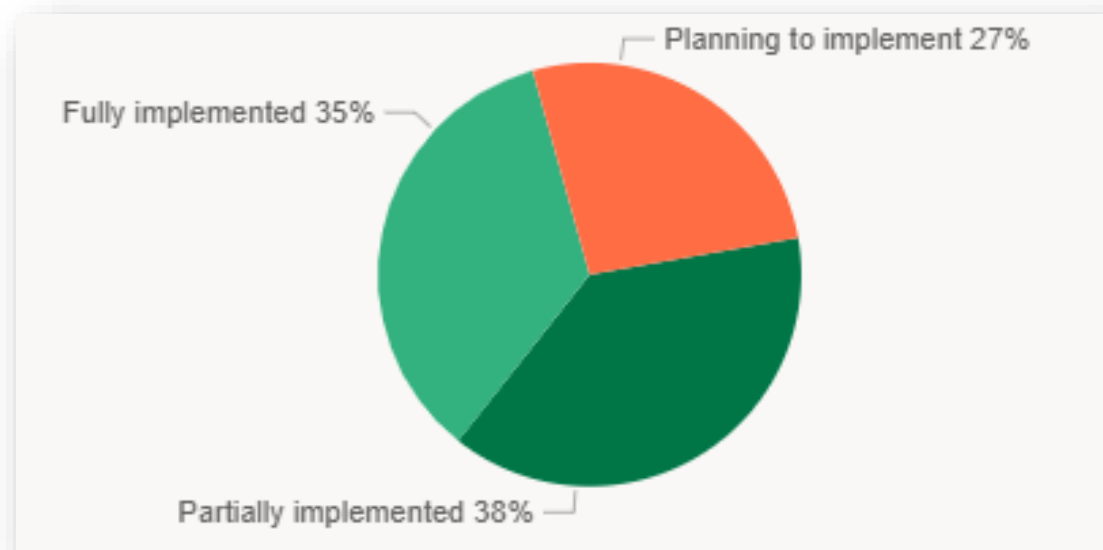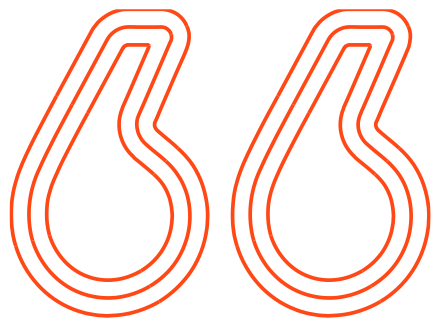
Out of **456** recommendations made, **45%** of all recommendations required additional resources for implementation.

Delegates reported obtaining resources for **42%** of all recommendations. Congratulations! This is true action.

Preliminary results, first-ever PVS Self-Assessment Annual Report 2025, based on responses from 6 Members in Middle East
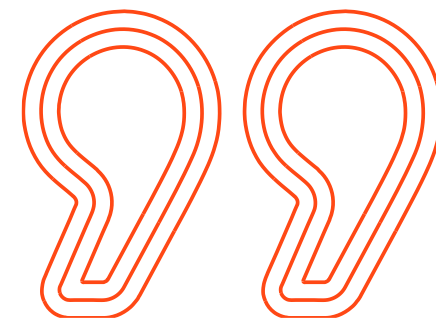
First PVS Self-Assessment Annual Report on Recommendations' Implementation

We look forward to hearing more next year on all the great progress you will make!

You Made an Impact.

WOAH Members act on recommendations made in PVS reports

Recommendations are clear and understandable

Members observed improvement in their capacity

PVS Recommendations Made. Action Taken.
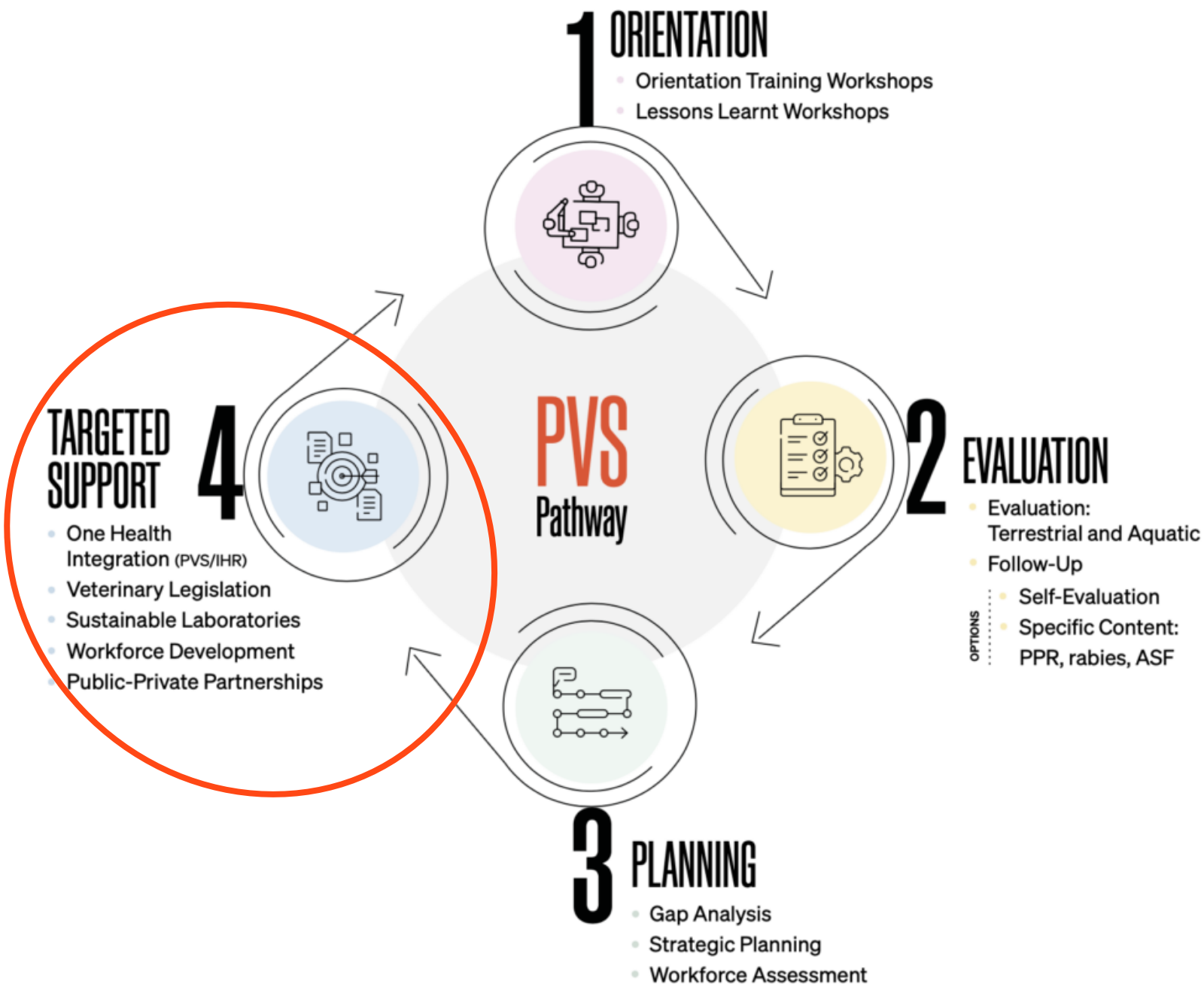
1 ORIENTATION
- Orientation Training Workshops
- Lessons Learnt Workshops

2 EVALUATION
- Evaluation: Terrestrial and Aquatic
- Follow-Up
  - OPTIONS
    - Self-Evaluation
    - Specific Content: PPR, rabies, ASF

3 PLANNING
- Gap Analysis
- Strategic Planning
- Workforce Assessment

4 TARGETED SUPPORT
- One Health Integration (PVS/IHR)
- Veterinary Legislation
- Sustainable Laboratories
- Workforce Development
- Public-Private Partnerships

PVS Pathway

The PVS Pathway is a Monitoring & Evaluation Framework AND a capacity building programme, and therefore can support informed action & accountability

PVS TARGETED SUPPORT

PVS
E/FU/G

PVS Targeted Support
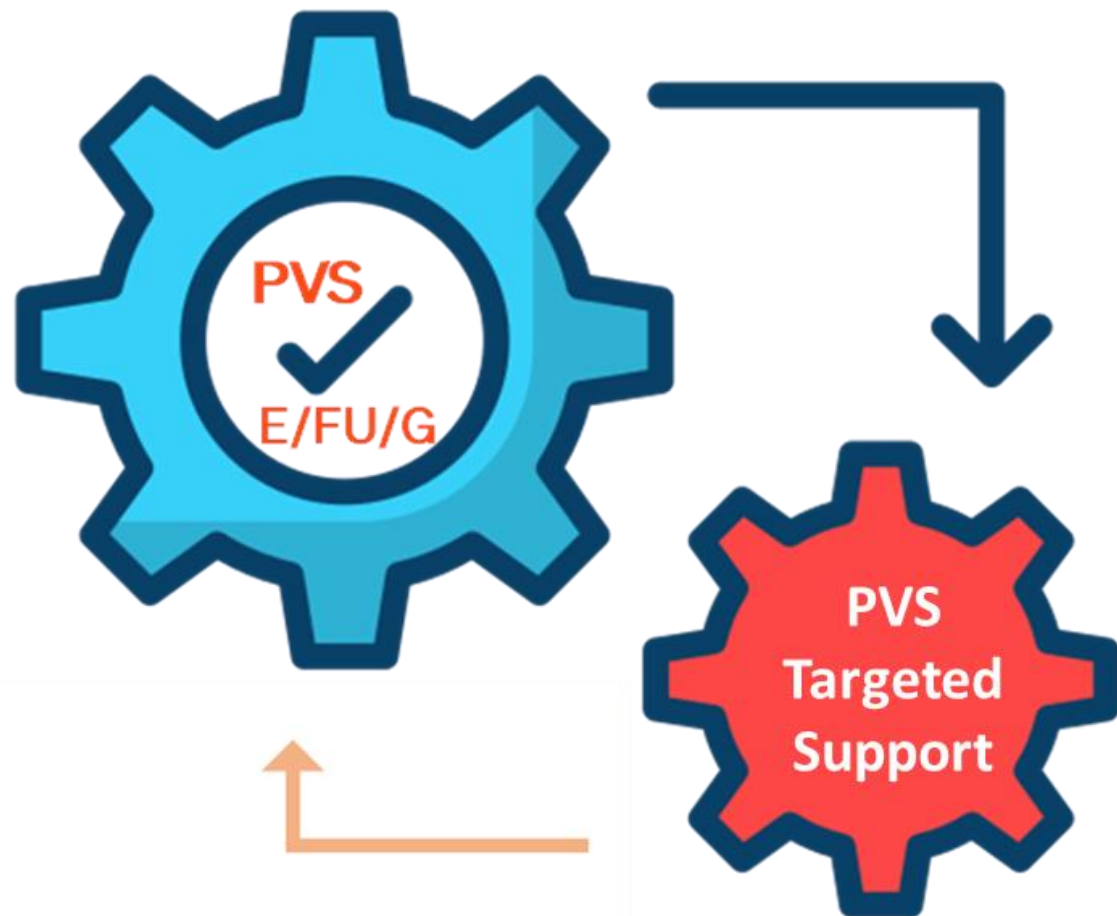
DISCOVERY — Successful Stories from PVS Targeted Support

DREAM — Envisioning positive images of the future, where we do want to see in 5 years, what it might be

DESIGN — Discussing sustainable design, scalable approaches, opportunities for what it will be

DESTINY — Who are the actors that should implement the strategy? How can we achieve the outcomes? How can we sustain development?

Discovery
A grounded exploration of the 'best of what is'

01

Dream
Visioning and debate collaboratively, articulating 'what might be'

02

Destiny
Collectively experimenting with 'what can be'

04

Design
Working together to develop 'what might be'

03
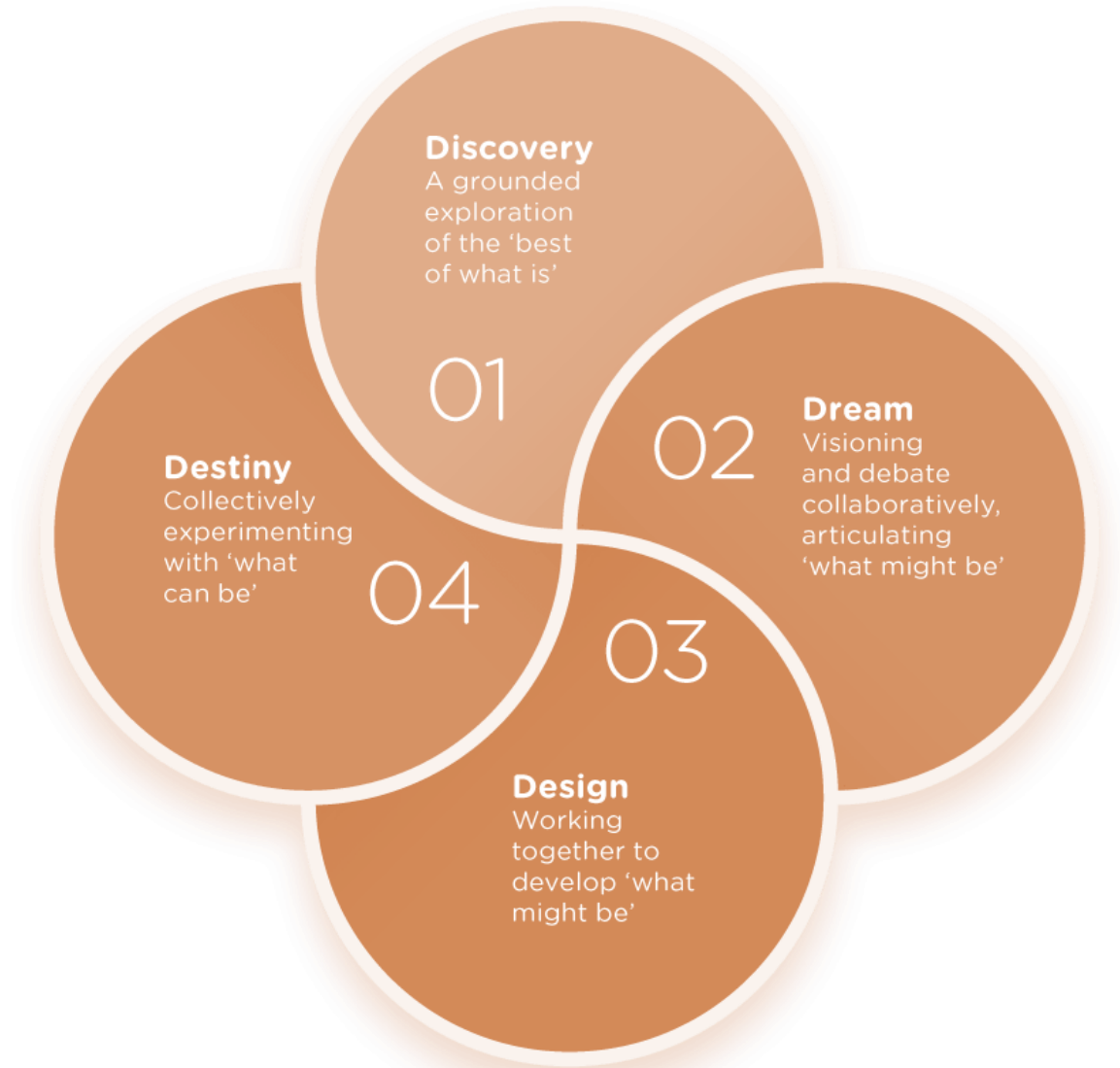
One Health Capacity Building

to analyse and improve collaboration between public health and animal health sectors in the human-animal-environment interface.

One Health Capacity Building

IHR/PVS National Bridging Workshops

National Bridging Workshop – Rabies

PVS Experts on JEE missions for improved advocacy for animal health

New: Follow-up Support

Sustainable Laboratories

to develop the case for investment in sustainable national veterinary laboratory networks and build Members' ability to advocate for sufficient resources

Sustainable Laboratories Targeted Support

Objectives

- to evaluate overarching requirements for **sustainability**

- to maintain operations at a targeted level and achieve **business continuity**

- to propose strategic recommendations based on current and future **demand** for laboratory services

- to ensure that the laboratory service **needs** can be met

Outputs

- Understanding the need for laboratory services

- Evaluating the real costs of service delivery

- Determining the resources needed

- Determining the overarching requirements for sustainability

- Delivering evidence-based insight for decision makers
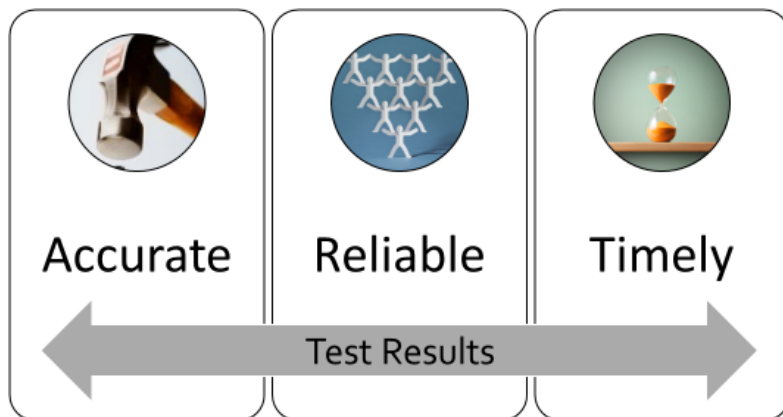
The primary product of a laboratory is its results

Accurate   Reliable   Timely

Test Results

4 — Sustainable Laboratory System
Network of laboratories focusing on service delivery and sustained quality of outputs, fulfilling optimal capacity over time, implementing a business model that relies less on external support and more on cultivating client relationships

3 — Functioning Laboratory System
Laboratories working together, thanks to external support aiming to improve networking, throughput and capacity, through short-term technical support projects, failing to address chronic challenges to sustainability

2 — Operational Laboratories
While a laboratory benefits from short-term and project-based external support for benchtop activities and can function day-to-day, they are working independently from each other and lack understanding of local clients' needs

1 — 'Black Box' Laboratories
Laboratories producing results without regards to the conditions under which tests are conducted, with insufficient resources

Sustainable Laboratories
Expert Manual

World Organisation for Animal Health
Founded as OIE | PVS Pathway
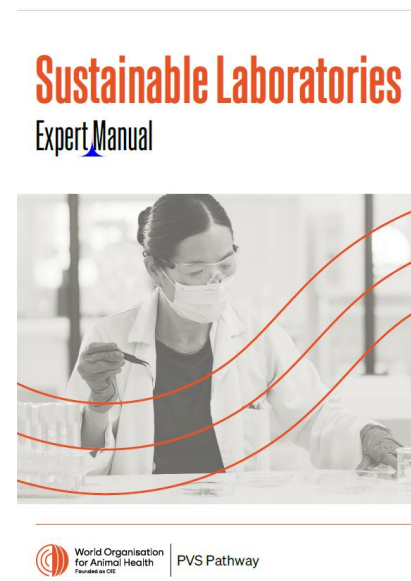
The Veterinary Legislation Support Programme (VLSP)

to identify gaps and weaknesses in national veterinary legislation, and to assist Members in revising or developing new legislation.

The Veterinary Legislation Support Programme (VLSP)

Stage 1: Identification missions
Assess compliance of the national veterinary legislation with Chapter 3.4. of the WOAH Terrestrial Code
Provide recommendations for legal modernization

1 week in field (or remote)

Stage 2: Agreements
Support in modernising veterinary legislation
Strengthen the Member's capacity in legal drafting

6-month Preparatory Phase,
1-year Agreement (extendable)

Veterinary Legislation Support: Optional Tailored Content Missions

Biological Threat Reduction

Wildlife Disease Control

Antimicrobial Resistance (AMR)

Public-Private Partnerships

To support Members to develop sustainable Public-Private Partnerships (PPPs) to strengthen Veterinary Services
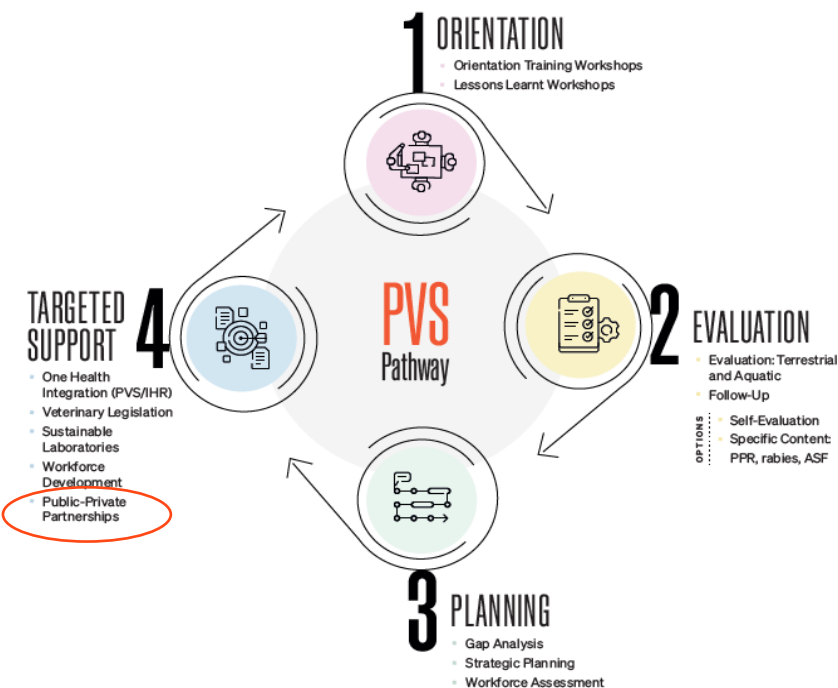
Public-Private Partnerships: Building capacities

National Level

PPP Targeted Support in the PVS Pathway

1 ORIENTATION
- Orientation Training Workshops
- Lessons Learnt Workshops

TARGETED SUPPORT 4
- One Health Integration (PVS/IHR)
- Veterinary Legislation
- Sustainable Laboratories
- Workforce Development
- Public-Private Partnerships

PVS Pathway

2 EVALUATION
- Evaluation: Terrestrial and Aquatic
- Follow-Up

OPTIONS
- Self-Evaluation
- Specific Content: PPR, rabies, ASF

3 PLANNING
- Gap Analysis
- Strategic Planning
- Workforce Assessment

How to get PPP Targeted Support

Any WOAH Member who has benefitted from a PVS Evaluation, Follow-up or Gap Analysis mission in the last five years can request PPP TS based on the recommendations on the specific competencies in the report.
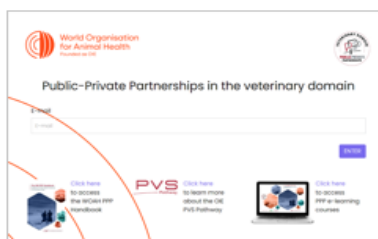
Regional Level

Regional workshops: 270+ participants from 48 countries trained in workshops organised in Nepal, Thailand, Ethiopia, Tunisia, and Bahrain.

WOAH Regional Workshop on Public-Private Partnerships (PPP) in the Veterinary Domain, Middle-East Region
Bahrain, 11-13 July, 2023

Global Level

WOAH PPP Database: Open-access and collaborative

www.woah-ppp-database.com

Animal Disease control and eradication
31 countries

Livestock productivity
27 countries

Improve competencies of veterinary professionals and paraprofessionals
21 countries

Improved livelihood and employment
51 countries

Improve the quality of veterinary services
42 countries

Improve food safety and security
17 countries

AMR Control
10 countries

Improve Market Access
10 countries

Public-Private Partnerships: Building capacities
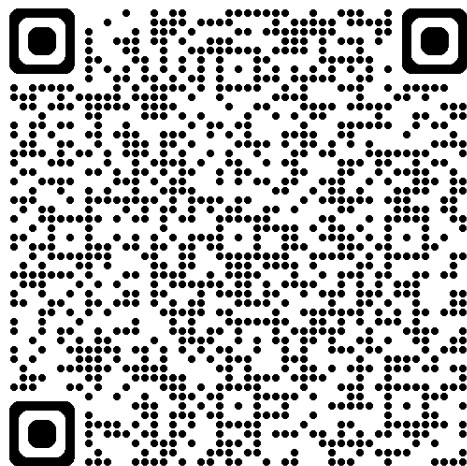
WOAH PPP website

Dedicated guidelines on PPPs, eLearning courses and open-access with 100+ PPPs database.

🔳 Scan the QR code to learn more!

How is WOAH helping Members build public-private partnerships in Veterinary Services?

To learn more about our support, please contact us ppp@woah.org
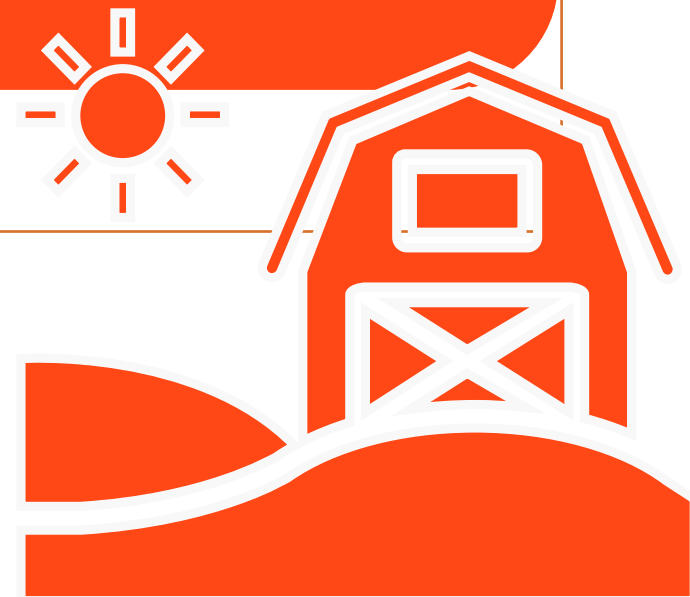
Sri Lanka   *Tanzania*   *Ethiopia*   *India*

and Mauritius

Workforce Development

WOAH supports its Members in assessing their workforce needs and in establishing appropriate regulatory, educational and training frameworks to prepare and deploy veterinary personnel across public and private sectors.

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)
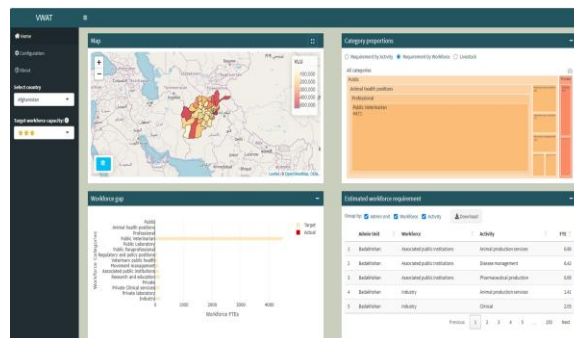
Glimpse of WOAH's Workforce Development Programme
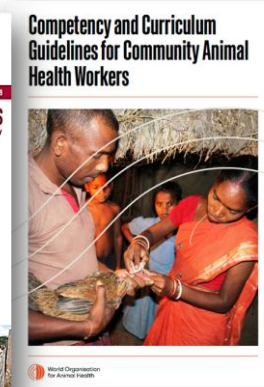

National Workforce Development Workshop Indonesia, 2025
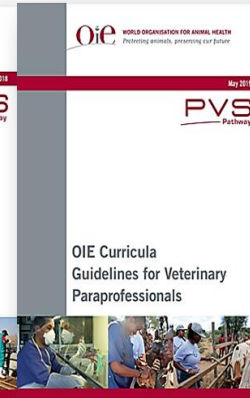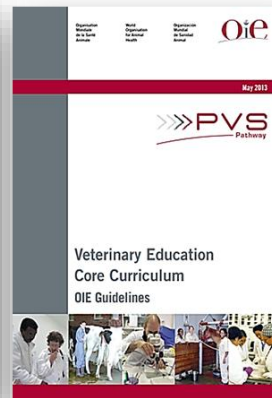
Published competency guidelines

VPP Curriculum Support Missions

Twinning of Veterinary Educational Institutions (VEEs) Bangladesh, 2016-2019

WOAH workforce assessment tool
(Coming Soon)

WOAH Competency Based Training Framework
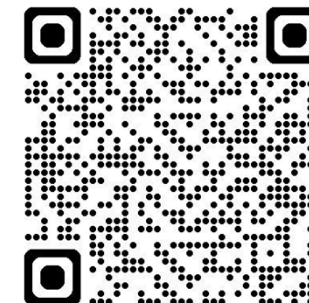
Education: WOAH's 'Trilogy' of Competency and Curricula Guidelines
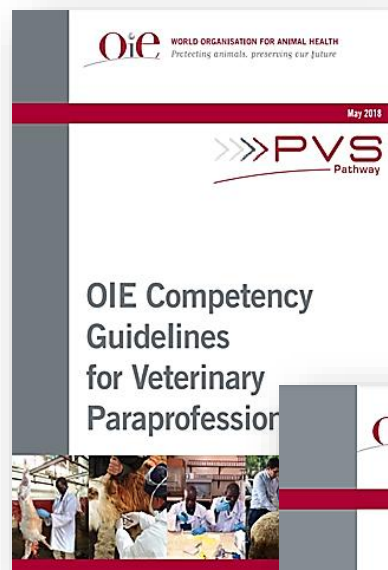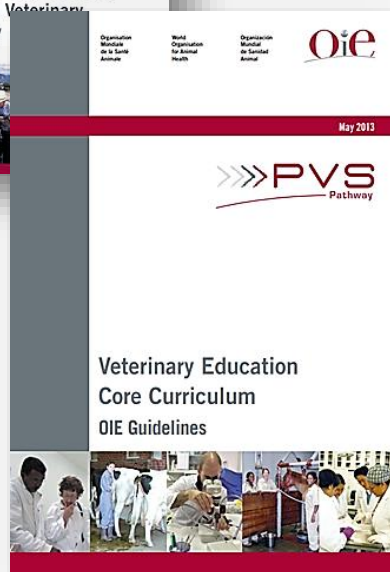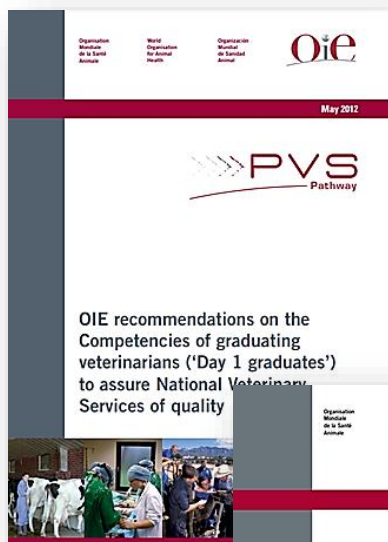
VPPs: 2018/2019
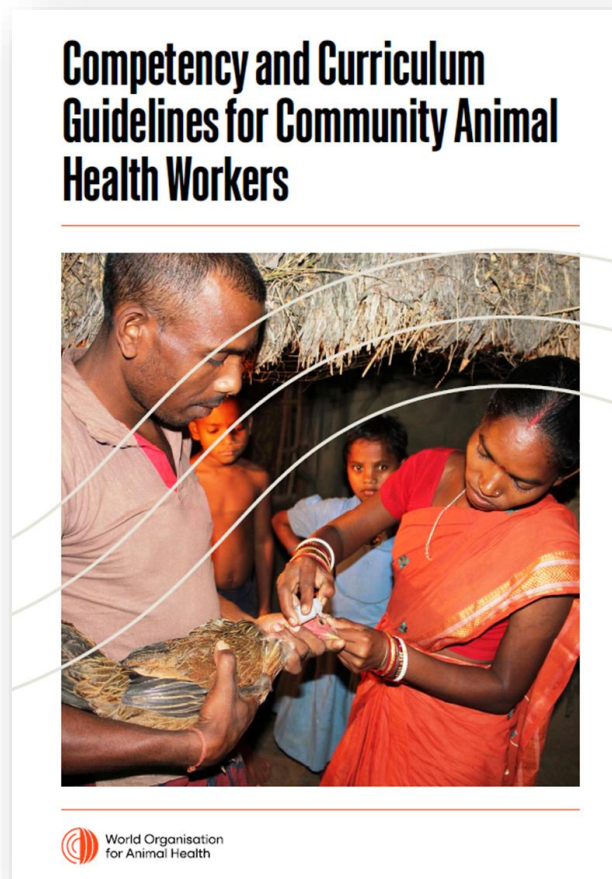
CAHWs 2024

Veterinarians: 2012/2013

Evolution in 2026
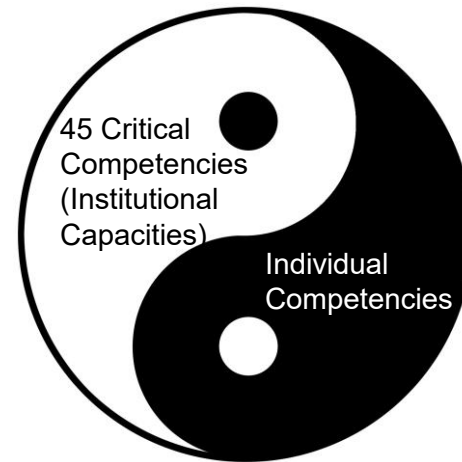
WOAH eModules catalogue

About the eModule Catalogue

A growing collection of online training modules developed under the WOAH Competency-based Training Framework (CBTF), aligned with WOAH Terrestrial and Aquatic Codes, Manuals, and Guidelines

Learning Audiences

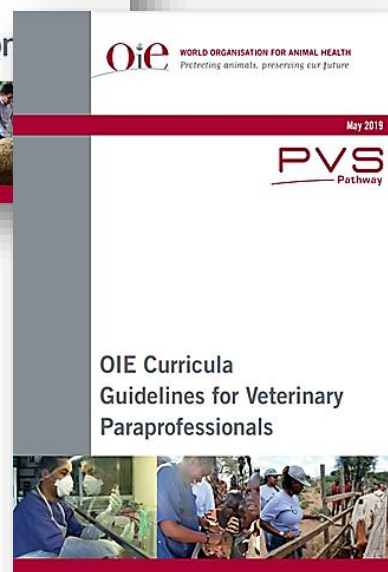| Years of experience	Knowledge	Skills	Competencies
Day 1: Newly graduated (0-3 years)	Basic factual and theoretical knowledge	Applying basic skills to tasks	Self-management, responsibility
Day 2: Mid-career (3- 5 years)	Specialised knowledge, critical awareness	Creative problem-solving and innovation	Decision-making, leadership in small teams
Expert: Senior professionals (5+ years)	Advanced frontier knowledge	High-level expertise, critical evaluation	Strategic management, professional leadership

How to use WOAH eModules?

Standalone self-paced courses

Blended with face-to-face sessions

Integrated into national training plans for Veterinary Services
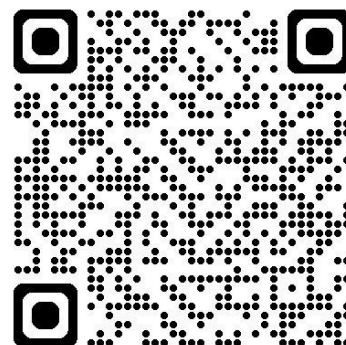
Home   About eLearning   eModules Catalogue   Guidelines   Partners

CP1 - WOAH and its partners introduction

CP2 - Quality and management of Veterinary Services/Aq AHS

CP3 - Risk analysis

CP4 - Laboratory services

CP5 - Animal health management

CP6 - Emergency management

CP10 - Partnership

CP11 - One Health

CP12 - Trade of animals and animal products

CP13 - Food safety

CP14 - Economics of animal health
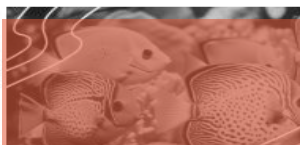
CP15 - Aquatics

CP16 - Wildlife

CP17 - Internal OIE trainings

Interactive and Engaging

Videos

Podcasts

Case studies

Quizzes

WOAH eLearning Platform

General introduction to AMR, with WOAH's lens

CP 1

WOAH and its Partners

2025 WOAH New Delegates

Knowing WOAH: Your Journey Begins Here!

Welcome to "Knowing WOAH", a dynamic video series designed especially for new Delegates! Each week, unlock a short, insightful video that will guide you through the essential pillars of the World Organisation for Animal Health (WOAH).

From understanding our global mission to discovering your role as a Delegate, this journey will equip you with the knowledge to navigate the world of international animal health and welfare governance.

Here's what to expect:

🎥 **Video 1** – WOAH: An organisation dedicated to serving its Members
💼 **Video 2** – Being a WOAH Delegate around the year
📜 **Video 3** – Developing and implementing WOAH standards on animal health and welfare
✅ **Video 4** – How WOAH officially recognises disease-free status and endorses control programmes
🔍 **Video 5** – Early warning and transparency: Exploring WOAH's WAHIS platform

Discover the World Organisation for Animal Health (WOAH)

This introductory module offers a foundational overview of the World Organisation for Animal Health (WOAH), designed to familiarise learners with its structure, mission, and global impact. The content is clearly structured to guide participants through WOAH's historical evolution, strategic objectives, and the pivotal role it plays in supporting Veterinary Services worldwide. Through accessible narratives and key takeaways, learners are not only informed but also empowered to become ambassadors of WOAH's mission. The module effectively sets the stage for deeper engagement with WOAH's standards and initiatives, aligning with best practices in adult learning by connecting organizational knowledge to real-world relevance.

Duration : 2 hours

Enrollment method : Self-enrollment

Course language : EN

CP 2

Quality of Veterinary Services and Aquatic Animal health Services

Leadership Essentials for Veterinary Services

This module represents a cornerstone of the WOAH series on leadership in Veterinary Services. It is a foundational tool designed to introduce leadership theories and styles while building key competencies across professional levels. It lays the groundwork for individual learning pathways and forms part of a modular toolbox tailored for Intermediate, Advanced, Chief Veterinary Officers (CVOs) and WOAH Delegates.

Leadership of Chief Veterinary Officers and WOAH Delegates for stronger Veterinary ...

This module equips CVOs and WOAH Delegates with leadership skills to effectively manage Veterinary Services, navigate evolving challenges, and implement strategic policies. It focuses on high-level decision-making, stakeholder engagement, advocacy, and negotiation. Learners will enhance their ability to: understand and anticipate change, adopt a strategic vision, advocate for their country, manage risks and conflicts, build and lead teams, and communicate effectively at all levels, including political engagement.

Leadership in Veterinary Services: intermediate level module

This module delves into best practices to empower intermediate-level veterinary leaders to lead with impact. It includes interactive simulations, real-life cases, and practical scenarios to strengthen leadership competencies. Learners will develop the ability to work in dynamic environments, take responsibility for decision-making, build trust, delegate, and manage conflicts within teams and stakeholder networks.

Leadership in Veterinary Services: advanced level

This module represents a cornerstone of the WOAH series on leadership in Veterinary Services. It is a foundational tool designed to introduce leadership theories and styles while building key competencies across professional levels. It lays the groundwork for individual learning pathways and forms part of a modular toolbox tailored for Intermediate, Advanced, Chief Veterinary Officers (CVOs) and WOAH Delegates.
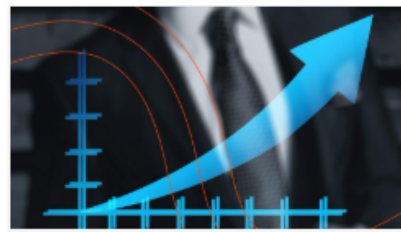
CP 5

Animal Health Management

Outbreak Investigation and Response Management- Veterinarians in Central Govern...

This module equips veterinarians with the skills to manage and investigate animal disease outbreaks. It covers systematic approaches to investigations, coordinating stakeholders, designing epidemiological studies, recommending control measures, evaluating investigations, and applying risk communication principles.

Outbreak Investigation and Response Management- Field Veterinarians

This module provides an in-depth exploration of outbreak investigation and response principles in animal populations. Learners will develop key competencies in case definition assessment, epidemiological data collection and analysis, emergency control implementation, and stakeholder engagement, strengthening their capacity to contribute effectively to disease prevention and control.

Outbreak Investigation and Response Management- Veterinary Paraprofessionals

This module provides veterinary paraprofessionals with essential skills for managing transmissible animal disease outbreaks. Learners will develop competencies in collecting and reporting epidemiological data, implementing emergency control measures, tracing outbreaks, and effectively communicating findings to stakeholders. By completing this module, learners will be equipped to contribute to disease prevention and control efforts.

Outbreak Investigation and Response Management- The Toolbox

Thw Toolbox is the learner companion resource for the Outbreak Investigation and Response Management modules. It has been thoughtfully designed to support the learning journey, whether you prefer to begin with the e-book to build foundational knowledge or dive into the interactive modules and consult the Toolbox along the way — both paths are perfectly valid.

AFRICAN SWINE FEVER IN WILD BOARS, BIOSECURITY MANAGEMENT AND PRACTI...

This eModule is designed to strengthen your expertise in managing ASF outbreaks in wild boar populations. Through interactive learning, you will explore ASF transmission dynamics, effective surveillance strategies, essential biosecurity measures, and approaches for engaging hunters and stakeholders. Dive in to enhance your knowledge and play a vital role in controlling this impactful disease.

CP 6

Emergency Management

Introduction to Emergency Management

This course provides veterinary professionals with practical knowledge and skills for managing emergencies and disasters. It covers key concepts, command structures, and the veterinarian's role in the entire management cycle —from preparedness to recovery. Participants will gain experience in coordinating with stakeholders, understanding regulatory frameworks, mobilizing resources, and implementing communication systems, while integrating gender equity, diversity, and inclusion principles into emergency response planning.

Planning Preparedness for Emergencies

In this module, you, as an expert-level Veterinary Services Emergency Manager, will be provided an overview of the approaches, and tools, that would help you assess, and assist a jurisdiction to develop a framework, and an emergency plan. Your plan will incorporate the main actors and stakeholders into a coordinated, functional response force.

Emergency Response

This module will discuss the main Emergency Management and risk reduction measures to protect animal health and welfare during emergencies. We will also consider One Health aspects of emergency and disaster events, including veterinary public health. While other modules focus on concepts and planning, this module will focus on responding to these unfortunate events.

CP 7

Animal Welfare

Killing of reptiles for their skins, meat, and other products

This module describes the welfare standards during reptile killing across various settings, from managed slaughterhouses to the forest. The module equips expert veterinarians to assess animal connditions and provide guidance to professionals in the field, ensuring consistent and humane practices. It covers the principles outlined in Chapter 7.14 of the WOAH Terrestrial Animal Health Code.

Coming Soon: New Animal Welfare eModules!

🚨 We're excited to announce that three new eModules are currently under development under Competency Package 7 – Animal Welfare!
These courses are based on the latest chapters of the OMSA Terrestrial Animal Health Code (TAHC) and aim to provide critical knowledge and practical skills for professionals engaged in animal welfare across sectors.

🆕 The upcoming modules include:
• Slaughter of animals (TAHC Chapter 7.5)
• Killing of animals for disease control purposes (TAHC Chapter 7.6)
• Animal welfare and pig production systems (TAHC Chapter 7.13)

🌐 Whether you're in the field, in policy, or in training roles—these modules are designed to support you in applying global standards on animal welfare.

📌 Stay tuned! Launch updates will be posted here and in our newsletter.

CP 8

Prudent Use of Antimicrobials and Other Veterinary Products

General introduction to AMR, with WOAH's lens

This module provides foundational knowledge on antimicrobial resistance (AMR), its development, and its impact on animal and public health. Learners will explore the role of Veterinary Services (VS) and Animal Health Authorities in antimicrobial use (AMU) and stewardship
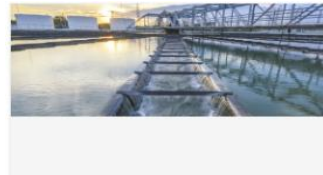
Duration: 6 hours

Stewardships on AMR in terrestrial animals

This module delves into best practices for antimicrobial use in terrestrial animals, detailing the roles and responsibilities of veterinarians, policymakers, and producers. It also covers risk assessment, regulatory frameworks, and national surveillance strategies.

Duration: 3 hours

Stewardships on AMR in aquatic animals

This module focuses on antimicrobial use in aquatic animal production, this module outlines proper stewardship practices, legislative frameworks, and monitoring strategies to mitigate AMR risks.

Duration: 2 hours
Enrollment method: self-enrolment

Stewardships on AMR under One Health approach

This module emphasizes the global impact of AMR and the importance of a coordinated One Health response. It covers responsible antimicrobial use across human, animal, and environmental health sectors, aligning with international frameworks

Duration: 3 hours
Enrollment method: self-enrolment
Level: Day 1 and VPP

Building a national AMR Action Plan (NAP) focused on the terrestrial and aquatic ani...

This module equips professionals with the knowledge and tools to design, implement, and monitor a National Action Plan (NAP) for AMR. It covers governance, cross-sectoral coordination, and evaluation metrics

Duration: 4 hours
Enrollment method: self-enrolment
Level: Expert

CP 10

Partnership

Public-Private Partnerships in the Veterinary Domain: An Introductory Module

Duration: 1 hour
Enrollment method: self-enrolment

Animal Health Surveillance and Partnerships

Duration: 3 hours
Enrollment method: self-enrolment
Level: Day 2

Public-Private Partnerships: Opportunities for Progressive Control of Transboundary ...

Duration: 2 hours
Enrollment method: self-enrolment
Level: Day 2

CP 12

Trade of Animals and Animal products

The role of Veterinary Services in import and export of animals and animal products: ...

This module introduces the fundamental role of Veterinary Services in ensuring the safe and efficient trade of animals and animal products. Participants will explore VS responsibilities, organisational structures, and interactions with public and private stakeholders to facilitate trade while maintaining animal health and welfare. The session will also cover stakeholder mapping and the application of PVS Critical Competencies to strengthen VS capacity in trade. Through a review of PVS evaluation reports, participants will gain insights into using these assessments to enhance national trade frameworks.

Duration: 6 hours
Enrollment method: self-enrolment
Level: Day 1

Selection and implementation of sanitary measures to be applied at export and import

"This module provides a comprehensive understanding of the sanitary measures applied in the international trade of animals and animal products. Learners will assess the technical characteristics, methodologies, objectives, and limitations of measures such as quarantine, sampling, testing, disinfection, vector control, and inactivation processes. The module also focuses on applying key WOAH Standards for risk management measures at import and export, ensuring safe and science-based trade practices."

Duration: 8 hours
Enrollment method: self-enrolment
Level: Expert

Definition and demonstration of disease freedom (country, zone, compartment)

This module focuses on the application of WOAH standards for defining, demonstrating, and maintaining disease freedom at country, zone, or compartment levels, to facilitate safe trade of animals and animal products.
Duration: 3 hours
Enrollment method: self-enrolment
Level: Day 2

Principles of animal health status and regionalisation

This module explores the implications of transboundary diseases, including zoonoses, on international trade. Learners will develop the skills to find up-to-date and reliable information, understand disease surveillance and reporting systems, and grasp key concepts such as official control programs, notifiable diseases, and Veterinary Services governance. The module also covers WOAH tools for transparency and information sharing, including PVS, WAHIS, self-declaration, and official disease status.
Duration: 3 hours
Enrollment method: self-enrolment
Level: Day 1

11 available eModules under CP 12

New Aquatic Health eModules on the Horizon!

📖 Under Competency Package 15 – Aquatic Animal Health, we are currently developing four exciting new eModules to help build capacity in aquatic health surveillance and disease prevention.

🔍 Here's what's coming your way:
• Aquatic Animal Health Surveillance (Day 1)
• Introduction to Geographic Information System (GIS) Applied to Aquatic Animal Health (Day 1)
• Aquatic Animal Health Surveillance (Day 2)
• Prevention and Control of Diseases of Aquatic Animals (Day 2)

🌐 These eModules are specially designed for professionals working in aquatic environments, enabling better disease tracking, control strategies, and use of GIS tools in surveillance.

🎓 Don't miss out! Watch this space or subscribe to our [newsletter] to be the first to access these valuable learning opportunities.

CP 15

Aquatics

CP 16

Wildlife

Wildlife surveillance - Day 2

This module on wildlife surveillance supports the implementation of WOAH Standards, particularly those under Section 1 of the Terrestrial Animal Health Code (TAHC) related to disease diagnosis, surveillance, and notification, as well as disease-specific standards (e.g., FMD, PPR). It provides an overview of wildlife surveillance systems, including passive and active components, and the role of stakeholders in disease monitoring, prevention, and control. The module covers both terrestrial and aquatic wild animals, captive wild animals, and feral animals.
Duration: 4 hours
Enrollment method: self-enrolment
Level: Day 2

Wildlife surveillance - Expert

"This module is dedicated to wildlife disease surveillance systems. It strengthens capacity to implement the WOAH Standards related to disease diagnosis, surveillance, and notification.Learners will apply risk-based surveillance approaches, assess socio-economic impacts, engage stakeholders using a One Health approach and develop national surveillance strategies for terrestrial, aquatic, captive, and feral wildlife populations."
Duration: 6 hours
Enrollment method: self-enrolment
Level: Expert

Wildlife health along the wildlife trade value chain - Day 2

This module focuses on the complexities of the wildlife trade and supply chains, highlighting their interconnections with domestic animal trade and their role in the emergence and spread of pathogens. Learners will explore external conditions that facilitate spillover events, key risk factors in wildlife markets and supply chains, and effective risk prevention and mitigation strategies. The module also covers stakeholder mapping and the development of indicators to monitor compliance and the effectiveness of intervention measures.
Duration: 4 hours
Enrollment method: self-enrolment
Level: Day 2

Wildlife health along the wildlife trade value chain - Expert

This module focuses on risk mitigation along the wildlife trade value chain, supporting the implementation of WOAH guidelines for terrestrial, aquatic, and captive wild animals (excluding feral animals). Learners will explore risk assessment at the human-animal-ecosystem interface, the development of mitigation strategies, and the application of WOAH Standards to enhance safe wildlife trade. The module also emphasizes collaboration among relevant authorities and the monitoring of risk prevention measures for effective implementation.
Duration: 6 hours
Enrollment method: self-enrolment
Level: Expert

Competency Package Terms of Reference

Developed

- CP 6 Emergency Management
- CP 8 AMR
- CP 10 Partnership
- CP 11 One Health
- CP 12 Trade of animal and animal products
- CP 16 Wildlife

Under development

- CP 7 Animal Welfare
- CP 15 Aquatics

To be developed

- CP 1 WOAH and its partners
- CP2 Quality and management of VS/Aq AHS
- CP 3 Risk analysis
- CP4 Laboratory services
- CP 5 Animal health management
- CP 9 Emerging risks
- CP 13 Food safety
- CP 14 Economics of animal health

Trade in animals and animal products

Competency Package 12

World Organisation for Animal Health

Training Platform

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Thank you!

Address

Website

World Organisation
for Animal Health