



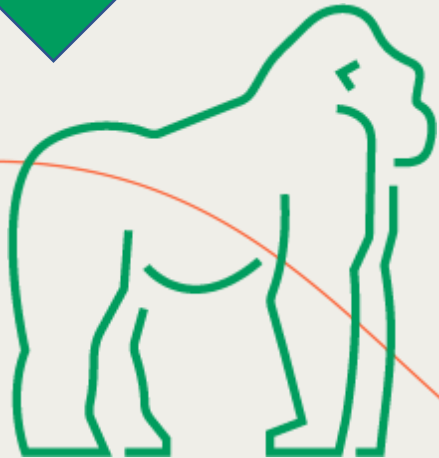
# The WOAH Workforce Development Programme

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Head,  
Capacity Building Department





You have seen ...



What is workforce development and why is it important

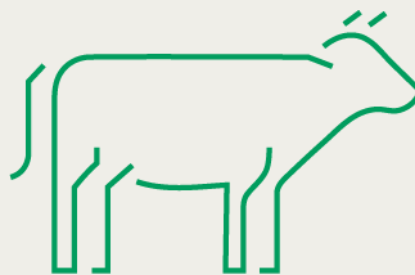
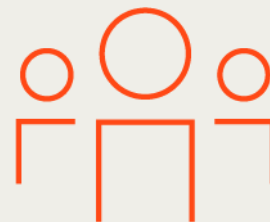
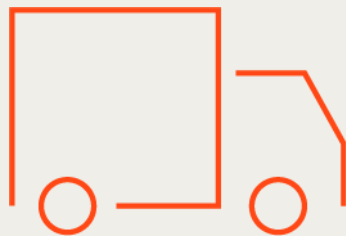
How do WOA's capacity building efforts support veterinary workforce development

New and pilot activities supporting workforce development





# What is Veterinary Workforce development?



**Work** – Jobs and tasks to be done

**Force** – People (their numbers and competencies)

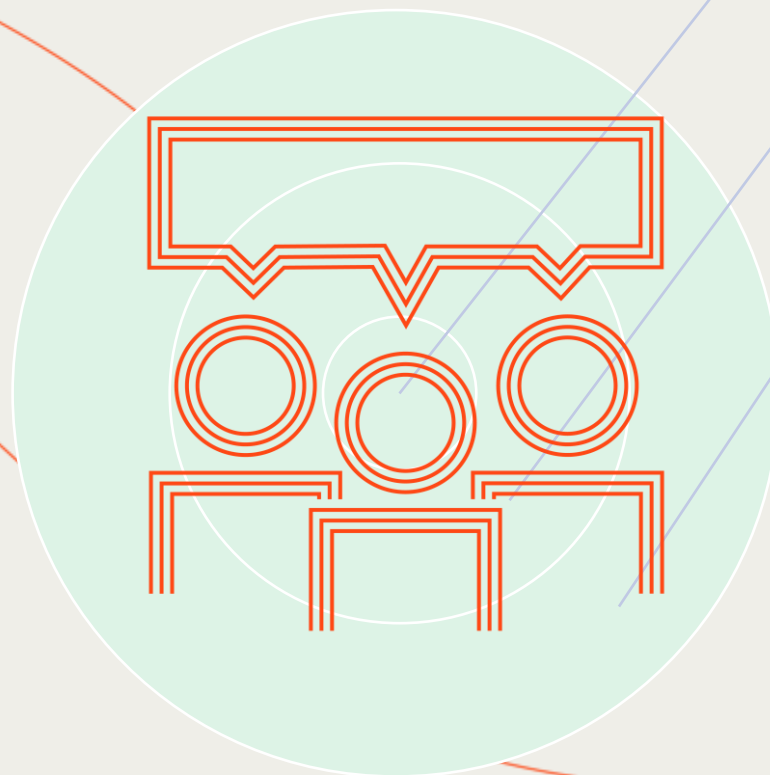
**Workforce** – Sufficient numbers of personnel with the appropriate competencies to perform all the jobs and tasks required within the defined context

**Veterinary Workforce:** Public and private sector functions





Which in  
WOAH  
language  
means...



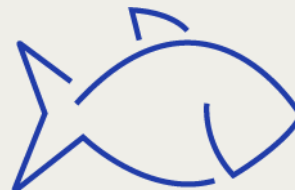
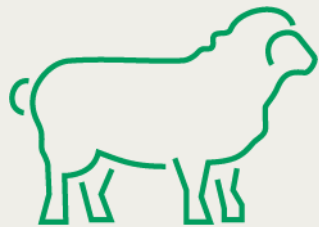
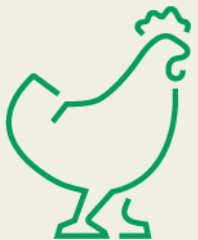
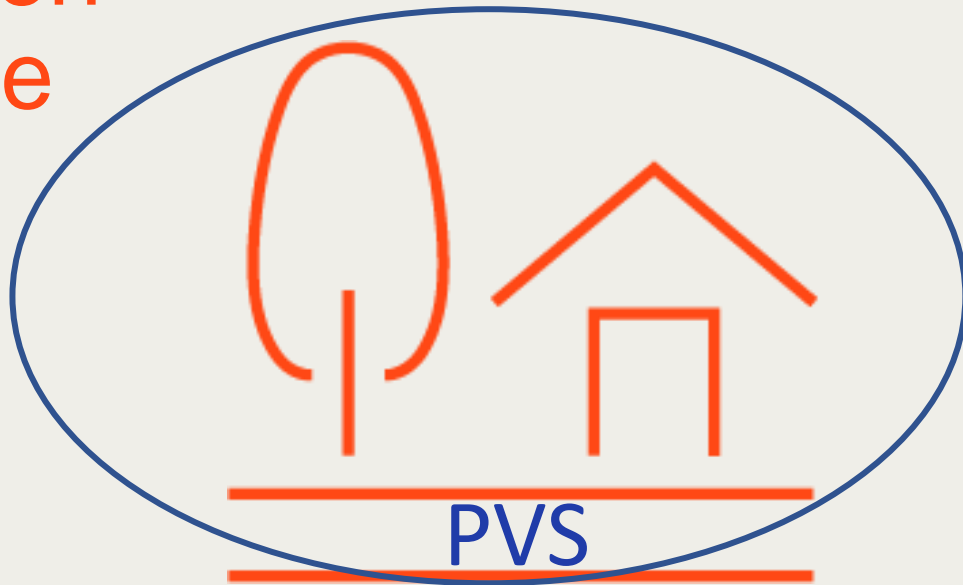
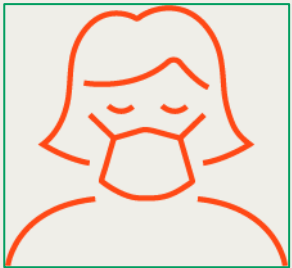
Sufficient numbers of adequately trained personnel are essential for the proper functioning of a national Veterinary Service

Veterinary workforce planning is the process to help ensure that the country has the right number and mix of veterinary service providers in the right places to reliably provide required veterinary services at acceptable costs.

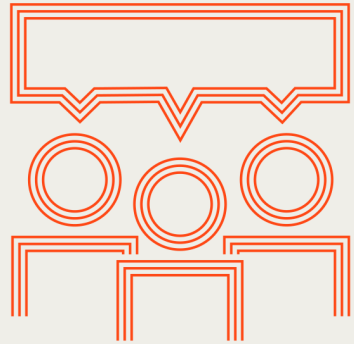
A broad range of service providers can participate (e.g., veterinarians, VPPs, and even CAHWs), but **all must operate within the framework of the law** and be properly trained, regulated and supervised.



# WOAH Capacity building on workforce

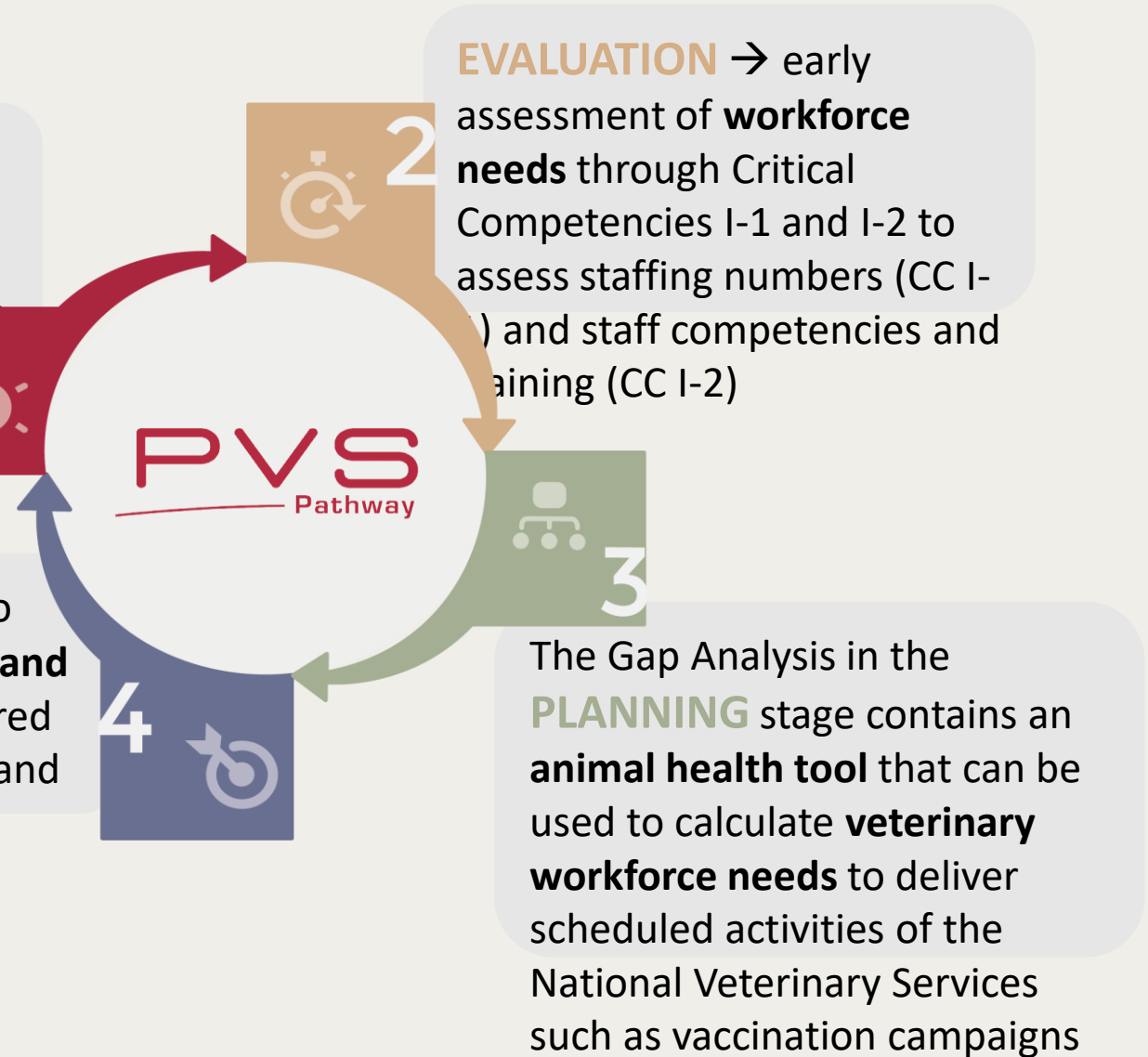


# Veterinary workforce development within the PVS Pathway



**ORIENTATION** provides the opportunity to introduce the importance of **Workforce Development** in the context of the PVS Pathway

**TARGETED SUPPORT** provides tools to help characterise and support the **legal and regulatory enabling environment** required for effective utilisation of veterinarians and veterinary paraprofessionals in the veterinary **workforce**.



**EVALUATION** → early assessment of **workforce needs** through Critical Competencies I-1 and I-2 to assess staffing numbers (CC I-1) and staff competencies and training (CC I-2)

The Gap Analysis in the **PLANNING** stage contains an **animal health tool** that can be used to calculate **veterinary workforce needs** to deliver scheduled activities of the National Veterinary Services such as vaccination campaigns



# WORKFORCE DEVELOPMENT PROGRAMME AT A GLANCE

## 2. EVALUATION WORKFORCE ASSESSMENT

Pvs Evaluation Mission	PVS Evaluation follow up mission
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## 3. PLANNING WORKFORCE ASSESSMENT AND PLANNING

Gap Analysis	National workshop on workforce development (pilot stage Georgia)	Workforce assessment tool (in development)
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## 4. TARGETED SUPPORT ENABLING THE DEVELOPMENT OF AN EFFECTIVE WORKFORCE

<b>LEGISLATION</b> Veterinary Legislation Support Programme  VLSP Identification mission  VLSP Agreement	<b>REGULATION</b> Veterinary Statutory Body (VSB)  VSB Twinning  VSB Support mission (in development – pilot in Georgia in VLSP agreement)	<b>EDUCATION</b> Competency and Curricula Guidelines for Vets, VPPs, and CAHWs (in development) Veterinary Educational Establishment (VEE) Twinning Programme VPP Curriculum support mission (pilot mission Georgia)
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# National workshop on workforce development

## WHO

Stakeholders from private and public sectors

## WHY

Raise awareness of assessment and planning of veterinary workforce  
Understand existing efforts and country level  
Identify national workforce development priorities

## WHAT

2/3 day workshop  
Pre-workshop survey on enabling environment for vets and VPPs  
Interactive group work on national context, priorities, training and deployment of VPPs  
Learning about WOAHS tools and services and identifying way forward





# Workforce assessment tool

## WHO

Competent  
Authorities  
Stakeholders

## WHY

Support  
countries to  
identify gaps  
in the  
veterinary  
workforce

## WHAT

*The tool will help identify:*

the numbers of personnel needed and their roles and job descriptions  
where they are needed, geographically, administratively and functionally  
the services they should provide coherently with their roles and country needs





# VSB support mission

**WHO**

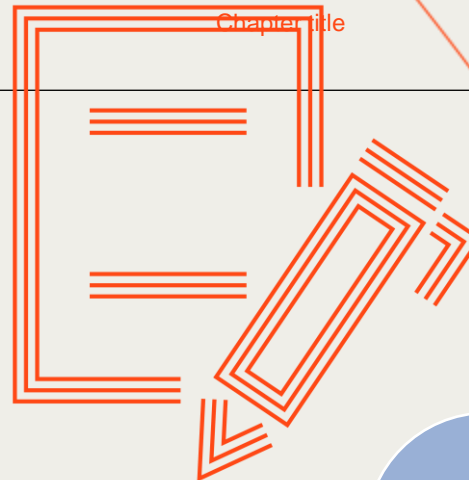
Veterinary  
Statutory  
Bodies

**WHY**

Alternative  
to VSB  
Twinning

**WHAT**

Individual VSB  
experts will  
engage with  
Members  
desiring VSB  
support to help  
inception of new  
VSB or upgrade  
of existing VSBs





# VPP curriculum support mission

## WHO

CA  
EE  
VSB  
STAKEHOLDERS

## WHY

Promote curriculum review by VPP training institutions and strengthening of existing curricula  
Promote competency-based training of VPPs based on curricula linked to required competencies

## WHAT

Initial field visits and interviews with VPPs  
1-week workshop to review national VPP curricula  
1 week follow-up visits to collaborate with training institutions to update curricula



Review VPP tasks and prerogatives

Training in using the WOAHP VPP competency and curricula guidelines

Review of national VPP curricula using WOAHP guidelines



# Public-Private Partnerships and Veterinary Workforce development

Veterinary Professional, Veterinary Paraprofessional, Community Animal Health Workers



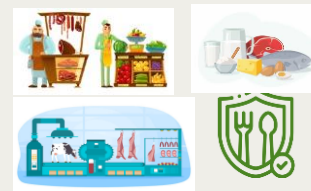
Veterinary Education and training institutes



Animal Health services providers



Farmers, producer association, livestock entrepreneurs and industries



Traders, Processors for Value added livestock products



Manufacturers, Importers and Distributors of veterinary inputs, livestock and livestock products, exporter of value-added livestock products



Research on area specific veterinary inputs, socioeconomic research for sustainable livestock production



# Thank you

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