



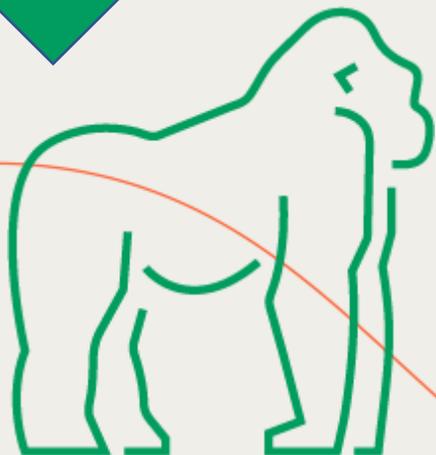
# The WOAHA Workforce Development Programme

Barbara Alessandrini  
Head,  
Capacity Building Department

30th Conference of the WOAHA Regional Commission for Europe  
Catania, Italy. 3-7 October 2022



In this session, we will discuss about...



What is workforce development and why is it important?

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

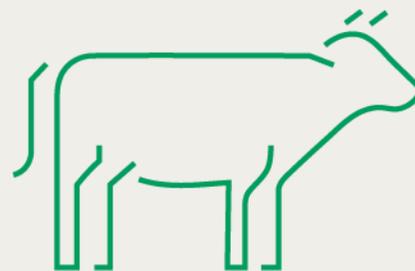
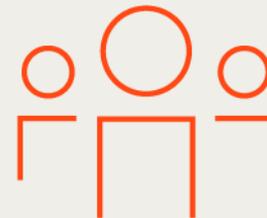
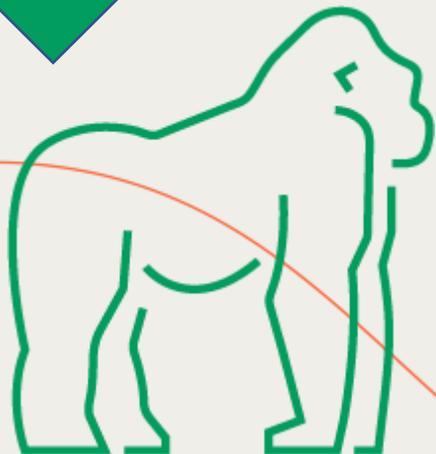
New and pilot activities supporting workforce development

Case study: pilot VPP curriculum support mission, Georgia

Workforce development in the European Region



# What is Veterinary Workforce development?



**Work** – Jobs and tasks to be done

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

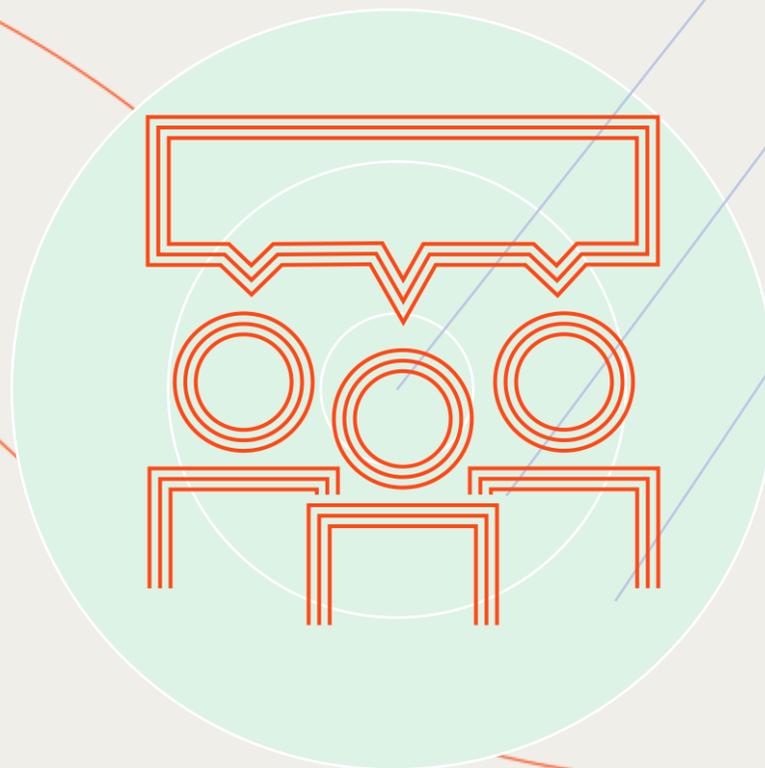
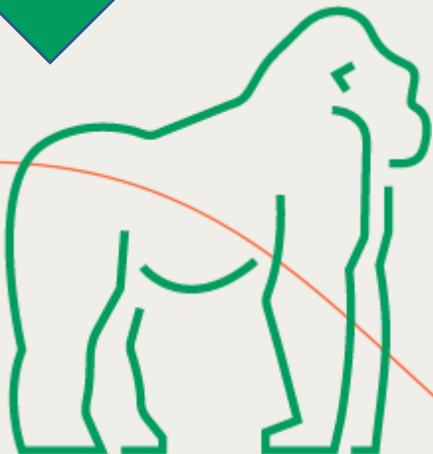
**Workforce** – Sufficient numbers of personnel with the appropriate competencies to perform all the jobs and tasks required within the defined context

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





Which in  
WOAH  
language  
means...



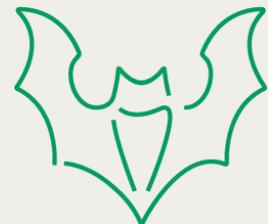
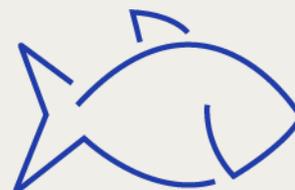
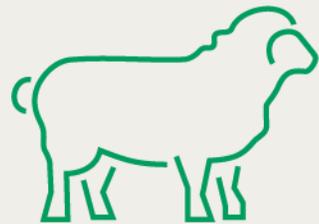
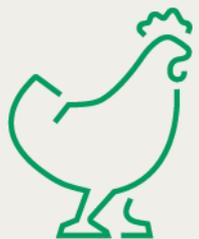
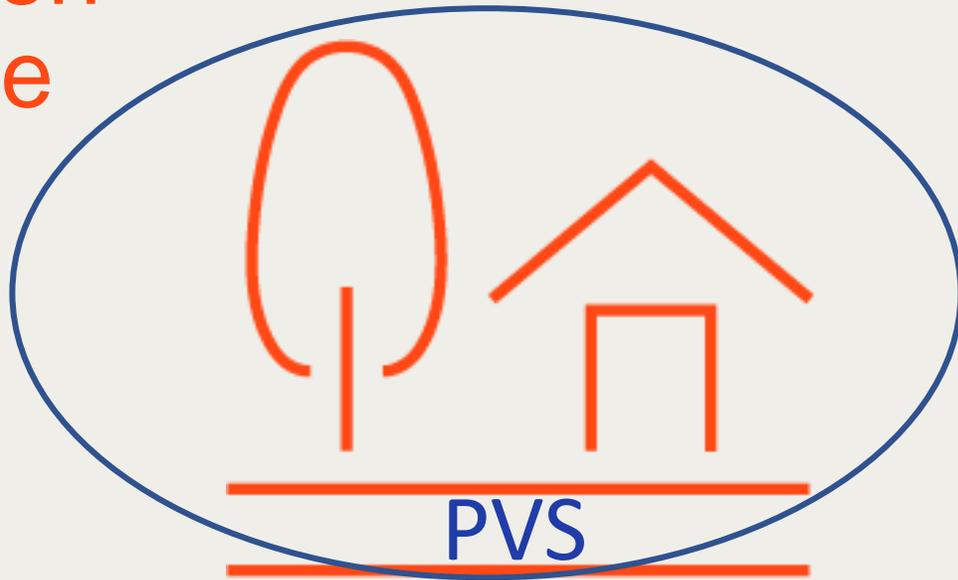
Sufficient numbers of adequately trained personnel are essential for the proper functioning of a national Veterinary Service

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.

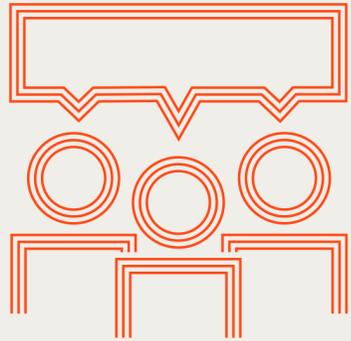
A broad range of service providers can participate (e.g., veterinarians, VPPs, and even CAHWs), but **all must operate within the framework of the law** and be properly trained, regulated and supervised.



# WAOH Capacity building on workforce

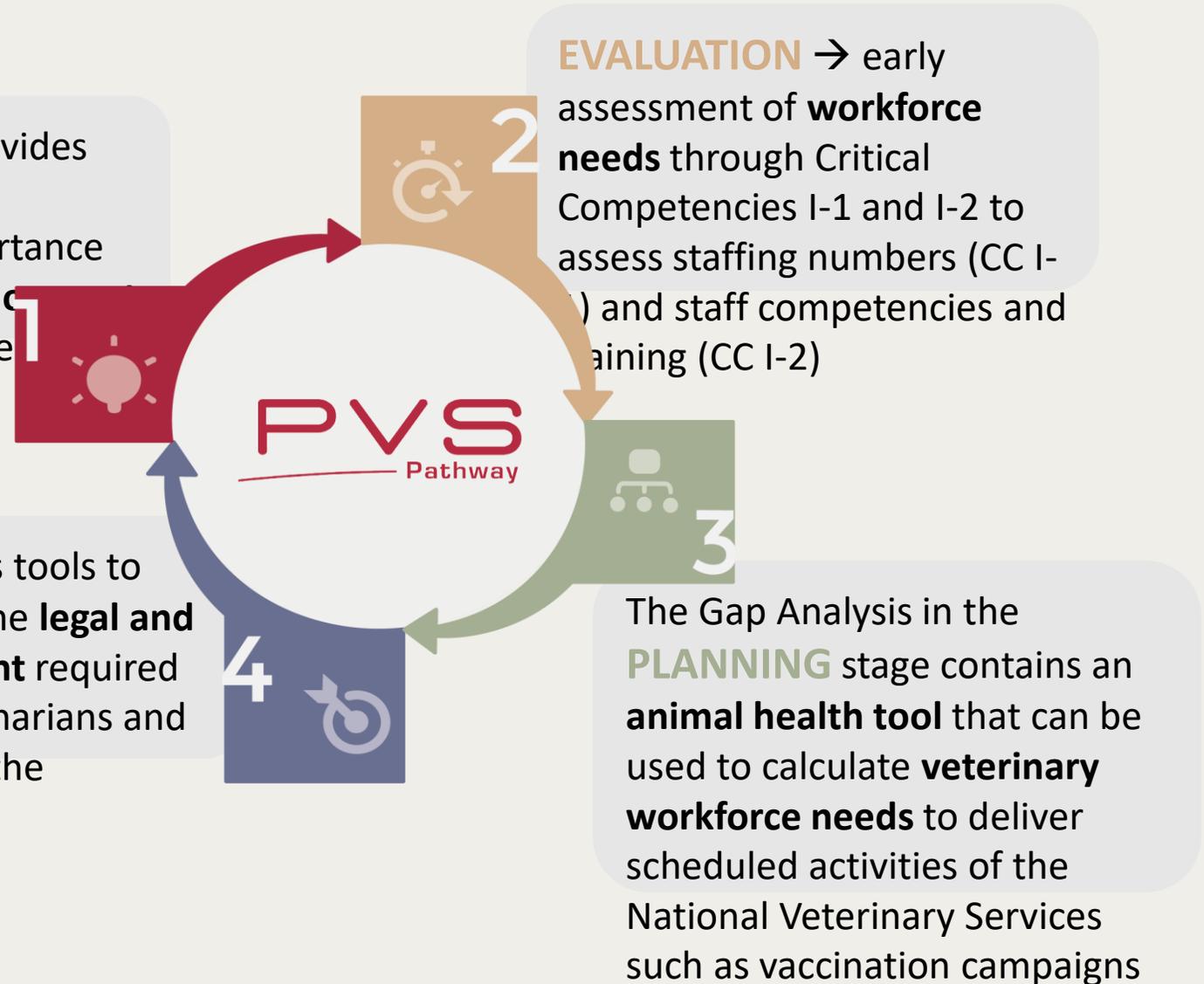


# Veterinary workforce development within the PVS Pathway



**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**.





## 2. EVALUATION WORKFORCE ASSESSMENT

Pvs Evaluation Mission

PVS Evaluation follow up mission



## 3. PLANNING WORKFORCE ASSESSMENT AND PLANNING

Gap Analysis

National workshop on workforce development (pilot stage Georgia)

Workforce assessment tool (in development)

## 4. TARGETED SUPPORT ENABLING THE DEVELOPMENT OF AN EFFECTIVE WORKFORCE

LEGISLATION  
Veterinary Legislation Support Programme

VLSP Identification mission

VLSP Agreement

REGULATION  
Veterinary Statutory Body (VSB)

VSB Twinning

VSB Support mission (in development – pilot in Georgia in VLSP agreement)

EDUCATION  
Competency and Curricula Guidelines for Vets, VPPs, and CAHWs (in development)  
Veterinary Educational Establishment (VEE) Twinning Programme  
VPP Curriculum support mission (pilot mission Georgia)



# 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

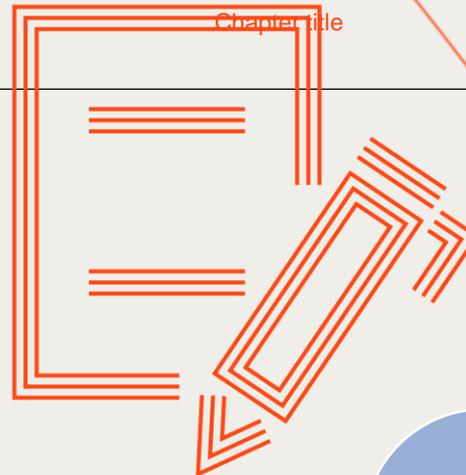
Veterinary  
Statutory  
Bodies

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



# The WOAHA Workforce Development Programme in the European Region

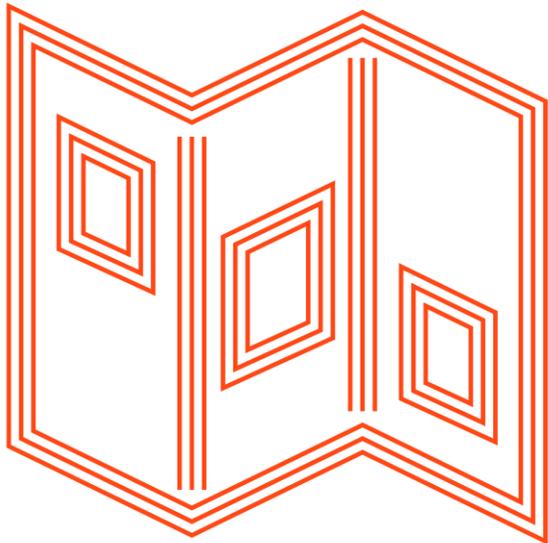
Mereke Taitubayev

Sub-Regional representative for  
Central Asia

30th Conference of the WOAHA Regional Commission for Europe  
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## Activities carried out



## 2019 – 2022

- **General activities**
- Workplan developed for Asia
- Virtual sub-regional workshop for veterinary workforce development and VPPs in the Asia Pacific in 2021 (Georgia was also invited to share its experience)
- Surveys on Veterinary Workforce Development in multiple countries
- Awareness raising missions to Georgia and Uzbekistan

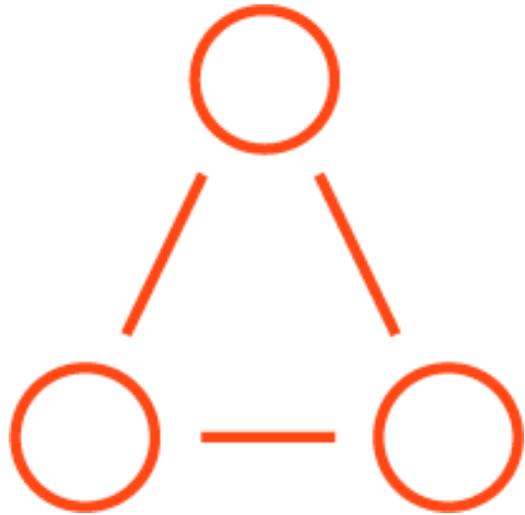


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<b>Title</b>	“Strengthening Veterinary Workforce Development through regional capacity building”
<b>Duration</b>	2022 – 2027
<b>Objectives</b>	<p>Strengthen the enabling environment for the effective integration of VPPs into the veterinary workforce.</p> <p>Contribute to strengthening national Veterinary Services and ensuring they are better enabled to deliver their core functions</p> <p>Support the One Health approach, and facilitate early detection and reporting of biothreat pathogens and diseases of security concern.</p>



## Upcoming activities:



- Sub-regional workshop for Central Asia and Eastern Europe
- Sub-regional workshop for Eastern/Southern Africa
- National workshops
- PVS Pathway activities (e.g. Gap Analysis, VLSP, support to VSB, etc.)
- Curriculum review and reform
- Development of Tools (e.g. on Veterinary workforce assessment, VSB Support, Curriculum support, etc.)
- Regional thematic workshops
- Etc.



# Good practices at work: Georgia

Vasilii Basiladze,  
WOAH Delegate for Georgia

# Workforce development activities in the Republic of Georgia

National workforce development virtual workshop

2020

VLSP Agreement on veterinary practice act and veterinary statutory body

2020

2022

Sep. 2022

Data collection and mapping of current workforce situation (2020 ongoing)

VPP Curriculum mission including field visits and workshop



19 – 30  
September 2022



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**Week 1:** One week in field visiting training institutions with observation of teaching, interviews of trainers and students and visits to VPP employers with interviews of recent graduates and their employers

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Purpose of interviews was to determine preparedness of graduates to meet expectations of employers based on the training that they had received.

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Field data was analysed for presentation to Georgian stakeholders during the workshop

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**Week 2:** In second week, staff of three VPP training institutions convened in Tbilisi with WOA staff to review their VPP curriculum against the WOA VPP Curricula Guidelines using the WOA Curriculum Alignment Matrix (CAM) Tool.

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Gaps were identified in animal health, veterinary public health and laboratory tracks.

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Participants appreciated the value of the alignment exercise, recognized the need to add additional content to their curriculum relative to the concerns of WOA.

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They developed a Country Curriculum Workplan and expressed their interest for further support from WOA on curriculum development.

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# Thank you

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