Report of the Pre-workshop Veterinary Workforce Survey

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Survey Results
Central Asia and the Caucasus Countries
Workforce Structure

Composition

- **Veterinarians**
  - 69,908 (87%)

- **VPPs**
  - 10,165 (13%)

- **Ratio**
  - 6:1 (Veterinarian : VPP)

![Percentage of Veterinarians and VPPs in Central Asia and Caucasus Countries (WAHIS Data)](chart)

Blue = Total Veterinarians (all sectors); Orange = Total Veterinary Paraprofessionals
Workforce Structure

Percentage of Veterinarians involved in different fields

- Animal health activities (50%)
- Public health activities (37%)
- Laboratory activities (11%)
- Academia (2%)

1 = Animal health activities – Public Administration; 2 = Animal health activities – Private Accredited Practitioners; 3 = Public Health activities – Public Administration; 4 = Public Health activities – Private Accredited Practitioners; 5 = Laboratories – Public Administration; 6 = Laboratories – Private Accredited Practitioners; and 7 = Academic/Training Institutions.
Public vs. Private Sector Workforce

- Public sector (82%, 56,237)
- Private sector (16%, 11,201)
- Academia (2%, 1,380)

1 = Public Sector Veterinarians (Animal Health, Veterinary Public Health and Laboratory); 2 = Private Sector Veterinarians (Animal Health, Veterinary Public Health and Laboratory); and 3 = Academia
Workforce Structure

**Workforce Services**

- Animal Health activities (34,791)
- Public Health activities (25,079)
- Laboratory activities (7,568)
- Academic/Training Institutions (1,380)

![Bar Chart: Veterinarians Within Different Sectors of Practice (WAHIS - 2018 Data)]

1 = Academic/Training Institutions; 2 = Laboratories; 3 = Public Health activities; and 4 = Animal Health activities
Functions

- For public sector, the most important included animal disease control activities
- Laboratory diagnostics was the least important

<table>
<thead>
<tr>
<th>1</th>
<th>Animal disease control activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Clinical service provision</td>
</tr>
<tr>
<td>3</td>
<td>Extension/awareness raising activities</td>
</tr>
<tr>
<td>4</td>
<td>Meat inspection</td>
</tr>
<tr>
<td>5</td>
<td>Laboratory diagnostics</td>
</tr>
<tr>
<td>6</td>
<td>Animal husbandry and production</td>
</tr>
<tr>
<td>7</td>
<td>Other</td>
</tr>
</tbody>
</table>

1 = Animal disease control activities; 2 = Clinical service provision; 3 = Extension/awareness raising activities; 4 = Meat inspection; 5 = Laboratory diagnostics; 6 = Animal husbandry and production, and 7 = Other
Functions

- For public sector, the most important included animal disease control activities.
- There is a gap in service provision for public sector activities compared to the Asia region.

1 = Animal disease control activities; 2 = Clinical service provision; 3 = Extension/awareness raising activities; 4 = Meat inspection; 5 = Laboratory diagnostics; 6 = Animal husbandry and production, and 7 = Other
Workforce Survey Results

**Functions**

- **Public sector**
- **Private sector**

blue = public sector  
red = private sector

### Comparison of VPP functions between Public and Private Sector from Per-workshop Survey Responses

1. Animal disease control activities
2. Clinical service provision
3. Extension/awareness raising activities
4. Meat inspection
5. Laboratory diagnostics
6. Animal husbandry and production
7. Other

1  = Animal disease control activities;  2  = Clinical service provision;  3  = Extension/awareness raising activities;  4  = Meat inspection;  5  = Laboratory diagnostics;  6  = Animal husbandry and production, and  7  = Other
Workforce challenges

1 = There is a general shortage of personnel

2 = There is a shortage of personnel concerning specific areas only, e.g., large/farm animal practice

3 = Many personnel are not involved in veterinary service delivery as they do other nonveterinary jobs

4 = Many personnel leave to work for other countries

5 = There is high retirement of personnel and young people are not interested to study any veterinary professions

6 = There is high retirement of personnel and there are inadequate training institutions to meet the demand of personnel

7 = Other.


Diversity

- Status of females in the workforce.
- 71% indicated growth of women’s participation in the workforce and access to leadership roles.
- Involvement of females in the workforce may differ significantly by country.
- Each country should explore options to increase gender inclusion in the workforce.

Workforce Survey Results

Growth of Women Participation Within the Veterinary Workforce

- Blue = Yes, to a large extent
- Orange = Yes, to some extent
- Grey = No
- Yellow = Do not know/can’t say

Blue = Yes, to a large extent; Orange = Yes, to some extent; Grey = No; and Yellow = Do not know/can’t say
Diversity (continued)

- Yes (57%)
- No (29%)
- Do not know/can’t say (14%)
## Enabling environment

<table>
<thead>
<tr>
<th>Description</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>1</td>
</tr>
<tr>
<td>Do not know/ can’t say</td>
<td>0</td>
</tr>
<tr>
<td>It permits non-veterinarians in the private sector to do certain practices even though there is no mention of any specific VPP category</td>
<td>0</td>
</tr>
<tr>
<td>It provides for a scope of practice for VPPs</td>
<td>0</td>
</tr>
<tr>
<td>It describes provision for continuing education of VPPs</td>
<td>0</td>
</tr>
<tr>
<td>It provides essential entry qualification, training duration, and other mandatory education regulations</td>
<td>1</td>
</tr>
<tr>
<td>It requires registration of VPP training institutes</td>
<td>0</td>
</tr>
<tr>
<td>It requires some form of supervision of VPPs by veterinarians</td>
<td>0</td>
</tr>
<tr>
<td>It defines permitted VPP categories and/or describes their scope of practice</td>
<td>3</td>
</tr>
<tr>
<td>It makes provision for the registration of VPPs under a statutory body</td>
<td>1</td>
</tr>
<tr>
<td>It recognizes VPP service in the private sector</td>
<td>4</td>
</tr>
<tr>
<td>It recognizes VPP service in the public sector</td>
<td>1</td>
</tr>
</tbody>
</table>
Stakeholder Involvement

- A wide range of stakeholders are involved in the recognition of VPP training that vary by country.

1 = National/Provincial Ministry of Education or Livestock; 2 = National/Provincial Ministry of Agriculture; 3 = Veterinary Statutory Body; 4 = Recognised VPP Training Institutions or Veterinary Establishments; 5 = National Skills Development Agency; 6 = Non-governmental organisations (NGOs); 7 = There is no system of formal qualifications for VPP training; 8 = Don’t know/can’t say; 9 = Other
Use of WOAH Guidelines

- 29% indicated use of the guidelines
- 57% indicated no use and/or no awareness of the guidelines
- WOAH recognises the diversity of VPP situation, thus develop documents are only guidelines and not standards
Workforce Survey Results

Human Resource Review

- Yes (71%)
- No (14%)
- Do not know/can’t say (14%)

Percentage of Countries Reviewing Human Resources

Blue = Yes; Orange = No; Grey = Don’t know/can’t say
Contracting Private Veterinarians and VPPs

- Yes (71%)
- No (29%)

Blue = Yes, to a large extent; Orange = Yes, to some extent; Grey = No; and Yellow = Do not know/can’t say
Workforce Survey Results

International Accreditation

- Yes (86%)
- No (0%)
- Do not know/can’t say (14%)

Blue = Yes; Orange = No; Grey = Don’t know/can’t say
Human Resource Review

- Yes (57%)
- No (43%)
- Do not know/can’t say (0%)

Availability of Scholarship and Programme Funding

Blue = Yes; Orange = No; Grey = Don’t know/can’t say
Start-up Funding

- Yes (0%)
- No (86%)
- Do not know/can’t say (14%)

Blue = Yes; Orange = No; Grey = Don’t know/can’t say
Review of PVS Reports

Five categories reviewed from 10 countries

- Human resources
- VSB or other regulating mechanism
- Legislation
- Education
- Development/operational field level
Human Resources

- 20% of countries stated in rural areas there are extreme shortages to no veterinarians.
- Reports range from unknown number of working veterinarians to up to 7500 veterinarians within public or private sector workforce for a country.
- 20% of countries do not keep registration of VPPs.
- Only one out of 10 reports categorised VPPs into multiple categories (e.g., veterinary technician, veterinary nurses, and laboratory).
- 40% of the countries categorise VPPs as a veterinary technician, mainly working in vaccination and surveillance activities.
- 6 of 10 countries provided no information on categories of VPPs.
- 70% of countries concur that there are either no job descriptions for VPPs with clear qualifications or that there is not a clear delineation between VPPs and veterinarian roles.
PVS Results - Regional

VSB or Other Regulating Mechanism

- 8 out of 10 countries did not have a formalised VSB for the profession.
- Draft VSB legislation seems to grant VSB authority to regulate VPPs and vets in 2 of the 10 countries.
- 80% of the PVS reports did not state which categories of the workforce were regulated (e.g., veterinarians or VPPs).
- Draft VSB legislation which includes code of conduct was reported in 20% of the PVS reports.
- 80% of the PVS reports did not have a code of conduct included.
- None of the reports included information on the countries VSB ability to take corrective actions.
- 90% of the PVS reports did not include whether a VSB was involved in the standards of education and training curriculum.
- Only 1 PVS report included information that the VSB is not involved in developing education, curriculum or continuing education.
- There appears to be no licensing or regulation of VPPs in all PVS reports reviewed.
- 60% of the countries have a continuing education system; however, many of these are not fully functional due to lack of fiscal resources to operate the continuing education platform for the country.
PVS Results - Regional

Legislation

- 80% of the countries have laws regulating the profession; however, most are at regulation of veterinarians with only one stating VPPs are regulated.
- 6 out of 10 countries reported that there is no law in their country for the supervision of VPPs.
- Only 1 in 10 countries stated that VPPs can work independently of a veterinarian and not be supervised.
- 3 out of 10 countries require supervision of VPPs.
- 8 out of 10 countries stated there are no laws prohibiting the writing or sale of prescriptions by VPPs.
- 90% of the countries reported that VPPs can work in private practice to do clinical work independent of a veterinarian.
- All countries stated there was a law for delegation of authority (e.g., sanitary mandate contracts).
PVS Results - Regional

Education

- All countries have existing training for VPPs.
- There is a wide range of VPTIs within all countries and most VPPs are either taught within veterinary colleges or a separate VPP training institution with the average training time between 2 – 3 years.
- Only one country reported using NGOs for training VPPs.
- 20% of the countries reported qualifications at a diploma level and the remaining countries did not have a level of qualifications in their report for VPPs.
- None of the reports provided information as to whether trainees from all areas of the country have the opportunity of access to training.
- 5 out of 10 countries reported that curricula is standardised and set by the Ministry of Education.
Education (continued)

- Only one country included joint review of the curriculum by the Ministry of Education and Sciences and Ministry of Agriculture.
- One country included standards through a skills agency.
- All other countries reported veterinary faculty developed curricula without review by a Ministry or authority.
- Country ranges of VPP graduates were from “not reported” to 18,000 annually.
- Either countries did not report on tracking VPP graduates or of those that did, all stated the current system for tracking VPP graduates is unreliable.
Development/Operational Field Level

- 30% of the countries responded that there is accessibility for VPPs in rural areas; however, many are contracted out.
- 70% of the reports did not contain information from this indicator.
- Due to this being remote work, most countries had limited access for VPPs or veterinarians to work in rural areas due to low pay.
- 2 out of 10 countries utilise NGOs for clinical services within their countries.
- Only 1 out of 10 countries discussed government incentive programmes for personnel to work in under-served areas.
- There was no information obtained in any of the PVS reports for which a country supports animal healthcare services to provide clinical service delivery in under-served areas on a fee-for-service basis.
Thank you