WOAH Workforce Development Programme & Support for Members
Performance of Veterinary Services (PVS) Pathway

**Orientation**
- Sub-Regional Orientation Training Workshop
- Sub-Regional Lessons Learnt Workshop

**Evaluation**
- PVS Evaluation
- PVS Evaluation Follow Up
- PVS Self-Evaluation
- PVS Evaluation (Appraised)
- Specific Content (e.g., OIE, WHO)

**Planning**
- PVS Gap Analysis
- PVS Strategic Planning Support

**Targeted Support**
- One Health Integration (PVS/WHO)
- Veterinary Legislation Support
- Sustainable Laboratories
- Veterinary and Veterinary Paraprofessional Education
- OIE National Focal Points Training
- Public-Private Partnerships
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.
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 WOAH tools and services and identifying way forward
Workforce assessment tool (2024)

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
In development

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 (pilot stage)

**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
National workshop on public private partnerships

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 WOAH tools and services and identifying way forward
Activities - at country level

- Present results to the staff in the office (make a presentation)
- Workshop report
- Organise relevant meetings with different Ministries (of education) to review their collaboration
- Review the relevant legislation
- Review the results of PVS Pathway reports and stage of the recommendations implementation
- Organise other meeting/other stakeholder engagements, associations
Take-home message
Take home message

• As a result of participating in this workshop what actions will you take on return to your country in effort to strengthen the workforce

✓ Assess situation on WFD situation in your country?
✓ What are the current ongoing WFD activities?
✓ Who are implementing or funding these activities?
✓ What are the gaps in How about developing a veterinary workforce strategy WFD?
✓ How do you manage the WFD gaps?
✓ How about developing a veterinary workforce strategy
A key output from the National workshops should be National Action Plan (NAP) on veterinary workforce development.

The NAP should highlight the ongoing activities, implementing government agencies/organisations (FAO, NGOs, international organisations, ILO, etc) and the prevailing gaps. This NAP is validated by VS.
✓ For the activities that WOAH may support, the delegates are requested to contact SRR, to explore needs and availability of such support followed by delegate official request of support mission.
✓ Example PC-TAD supported countries
• 5 min to present possible next steps
Thank you

12, rue de Prony, 75017 Paris, France
T. +33 (0)1 44 15 19 49
F. +33 (0)1 42 67 09 87

woah@woah.int
www.woah.org

Facebook
Twitter
Instagram
LinkedIn
YouTube
Flickr