World Organisation for Animal Health
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Report of the first meeting of the ad hoc group on the evolution of WOAH Competency and Curriculum Guidelines for Graduating Veterinarians

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12, rue de Prony
75017 Paris, France

T. +33 (0)1 44 15 18 88
F. +33 (0)1 42 67 09 87
woah@woah.org
www.woah.org

Executive summary

The first meeting of the WOAH ad hoc group on the evolution of WOAH Competency and Curriculum Guidelines for Graduating Veterinarians (Day 1 Graduates) (henceforth referred to as “the Day 1 ad hoc group”) took place virtually on March 31st 2026.

The purpose of the Day 1 ad hoc group is to evolve WOAH Recommendations on the Competencies of Graduating Veterinarians (Day 1 Graduates) and Veterinary Education Core Curriculum, produced over ten years ago, to support a new shared understanding of minimum or baseline veterinary education guidelines to ensure competencies needed in day-1 graduates for delivery of public good functions of Veterinary Services (including Aquatic Animal Health Services) globally.

All 5 experts were present for this first meeting of the Day 1 ad hoc group :

- Dr Mohamed Ghanem from Benha University, representing WOAH Middle East region
- Dr Armando Hoet from the Ohio State University, representing WOAH Americas region
- Dr Nandipha Toyota Ndudane from Tsolo Agricultural Institute, representing WOAH Africa region
- Dr Jenny Weston from Massey University, representing WOAH Asia and the Pacific region
- Dr Petra Winter from the European Association of Establishments for Veterinary Education (EAEVE) , representing WOAH Europe region.

They were welcomed by WOAH Deputy Director General of Global Framework and Capacity Building, Dr Baba Soumare, and the WOAH Secretariat (Ms Barbara Alessandrini, Ms Hana Abdelsattar, Dr Miftahul Barbaruah, Dr Xyomara Chavez, Ms Naida Spahic and Dr Rahul Srivastava).

The meeting had as its main objective to introduce WOAH’s Workforce Development Programme and the technical axes that could be helpful to the Day 1 ad hoc group, to consider for further evolution of Day 1 Graduates’ Recommendations.

Through formal presentations, the WOAH Secretariat and the Day 1 ad hoc group exchanged insights regarding the evolution of Day 1 Recommendations.

Xyomara Chavez ended this session by congratulating the Day 1 ad hoc group for their availability, inputs, efforts and the timely accomplishment of this meeting’s objective, despite the different time zones.

1. **Welcome and opening remarks**

Baba Soumare, WOAH Deputy Director General for Global Frameworks and Capacity Building, welcomed participants and expressed appreciation for their engagement and commitment. He emphasised the importance of the Day 1 ad hoc group's work in shaping the future of the veterinary profession.

He highlighted that:

- Veterinary roles are expanding beyond clinical work into public health, food safety, animal welfare, and zoonotic disease prevention.
- "Day 1 competencies" aim to define what a veterinarian should be able to do from their first day in practice.
- The work must bridge education, professional expectations, and field realities.

Key guidance included:

- Focus on practical, achievable competencies
- Prioritise essential skills
- Ensure global applicability across diverse country contexts

2. **Introduction of all participants**

Participants introduced themselves, representing diverse backgrounds including academia, public sector, clinical practice, and international programs.

The diversity of expertise was highlighted as a key strength to address the multidisciplinary nature of veterinary competencies.

3. **Rules of Engagement**

Xyomara Chavez established the following key rules for the Day 1 ad hoc group:

- Encourage active and equal participation
- Stay focused and respect time constraints
- Promote respectful discussion: to challenge ideas, not individuals
- Record decisions and define action points
- Ensure follow-up through documented minutes and recordings

4. **Background and context**

Miftahul Barbaruah provided an overview of **WOAH's role and mandate, the PVS Pathway and more specifically, the Workforce Development Programme**.

The key messages were:

- WOAH recognises Veterinary Workforce Education as a key enabler of effective Veterinary Service delivery. Its interventions are aligned with the standards set out in the Terrestrial and Aquatic Animal Health Codes (TAHC/AAHC) and are designed to support Members in strengthening their Veterinary Services. In this context, WOAH operates as a facilitating and supporting organisation on education, rather than a standard-setting body, and it does not undertake accreditation or certification of institutions.
- WOAH intends to address the global imbalance in professional competencies and looks for a better global distribution of well-educated veterinarians.
- The new day 1 guidelines must be grounded in real-world societal needs, ensuring a better balance between the competencies required to deliver both the public and private goods functions of

Veterinary Services, covering all aspects of functions described as 'Veterinary domain' (Terrestrial and aquatic animal health) within WOAH PVS tool.

- WOAH recognises the diversity and autonomy of its Members. The evolved guidelines will be the basis on which national needs and peculiarities can be framed.
- WOAH expects alignment of the evolved day 1 guidelines with its Competency Based Training System (CBTS). The need is to investigate the best way to identify progression levels of competencies.
- WOAH expects the evolved guidelines facilitate global comparability of graduate veterinary qualifications. Also helping students decide on their key learning path for a career in public service.
- The Day 1 competency evolution is part of WOAH's broader workforce development strategy and must support the development of a future targeted support program for WOAH Members under the PVS Pathway.

Xyomara Chavez shared **WOAH's Veterinary Education Trilogy for veterinary education**. It was introduced as a guiding framework for strengthening education systems and aligning competencies with global standards. It focused on the current WOAH tools that exist nowadays for Community Animal Health Workers, Veterinary Paraprofessionals and Veterinarians.

Hana Abdelsattar presented the approach **from Day 1 Competencies to Continuous Learning**.
This discussion focused on:

- Transition from Day 1 competencies to continuing education
- Importance of lifelong learning in adapting to evolving veterinary challenges
- Integration of training and capacity building systems

Rahul Srivastava explained the **practical integration of Public-Private Partnerships into Veterinary education through a display of different themes and initiatives that have evolved over** the past years.
The key points retained were as follows:

- The need to align veterinary curricula with real-world practice, enabling graduates to effectively deliver both public and private components of the Veterinary Services.
- The importance of incorporating perspectives from both the public and private sectors, while anticipating future challenges
- Recognition that the development of veterinary graduates is a shared responsibility, not solely that of universities, requiring active engagement from the private sector and the creation of appropriate avenues for their meaningful participation

5. Day 1 guidelines: where will we be in two years?

Barbara Alessandrini started by explaining the selection process of the members of this Day 1 ad hoc group, for transparency purposes. Then, she provided some key messages in regards to the outcome of this project:

- Shift to competency-based education: move from knowledge-focused learning to practical, measurable competencies enabling real-world performance.
- Redesign, not update: The current system was designed to respond to the needs assessed almost 15 years ago. The new day 1 guidelines should not be simply reviewed but transformed and based on evolved methodologies.
- Global yet practical framework: Develop competencies that are measurable, implementable, and applicable across all country contexts.
- Future-oriented approach: Integrate technology, innovation, and emerging skills to respond, drive and anticipate change.
- High responsibility, diverse expertise: The selected group carries a strong mandate to represent regions, leverage diverse expertise, and deliver impactful outcomes.

Xyomara Chavez described the **AHG Chairperson roles and responsibilities**, which are summarised as follows:

- Serve as the main focal point with WOAH Secretariat

- Provide leadership and ensure inclusive participation
- Facilitate consensus and guide discussions
- Monitor progress and action implementation
- Manage diverse perspectives and potential conflicts

The WOAH Secretariat encouraged the AHG Members to provide expressions of interest for this role, via e-mail. The person appointed as Chairperson will be chosen by the WOAH Secretariat and will inform the Day 1 ad hoc group of this decision during the next meeting.

Finally, Xyomara Chavez requested the **Day 1 ad hoc group's confirmation of WOAH SharePoint access**, which will be used for their work throughout the duration of the project.

6. Tasks for the Day 1 ad hoc group

The key tasks identified to perform before the next meeting were as follows:

- Review the existing WOAH Day 1 Recommendations, with other relevant documents gathered in WOAH's baseline documents, in the SharePoint.
- Review WOAH's detailed workplan and timeline and provide written feedback, if any.

7. Logistics

The next meeting will take place on May 07th 2026. Invitation letters will be sent to the Day 1 ad hoc group members.

8. Closing Remarks

The WOAH Secretariat concluded the meeting by appreciating the Day 1 ad hoc group's contributions. An emphasis on collaboration and complementary expertise was highlighted and all were reminded of the importance of producing practical, usable outputs.

Appendix 1

Kick-off meeting of the WOAH Ad Hoc Group on the evolution of the Competency and Curriculum Guidelines for Graduating Veterinarians ("Day 1 Graduates")

31 March, 2026 | 10H – 13H (CEST)

Virtual session via Microsoft Teams

AGENDA ITEMS

Meeting chairs: Barbara Alessandrini, Miftahul Barbaruah and Xyomara Chavez (WOAH)

Item 1 **Welcome and opening remarks (10 minutes)**
Dr Baba Soumare, Deputy Director General - Global Framework and Capacity Building

Item 2 **Introduction of all participants | All (10 min) - Group biographies**

- Ms Barbara Alessandrini, Head of the Capacity Building Department
- Dr Miftahul Barbaruah, WOAH, Capacity Building Department
- Dr Xyomara Chavez Pacheco, WOAH, Capacity Building Department
- Ms Hana Abdelsattar, WOAH, Capacity Building Department
- Dr Rahul Srivastava, WOAH, Capacity Building Department
- Ms Ingrid Contreras, WOAH, Engagement and Investment Department
- Dr Armando Hoet, The Ohio State University
- Dr Mohamed Ghanem, Benha University
- Dr Nandipha Toyota Ndudane, Tsolo Agriculture and Rural Development Institute
- Dr Jenny Weston, Massey University of New Zealand - Te Kunenga ki Pūrehuroa
- Dr Petra Winter, European Association of Establishments for Veterinary Education

Item 3 **Rules of engagement | Xyomara Chavez (10 minutes)**

Item 4 **Background and context**

- Introduction to WOAH, PVS Pathway and Workforce Development Programme with special reference to Education | Miftahul Barbaruah (15 min)
  - Q/A (10 min)
- Excellence in Veterinary Education: The WOAH Trilogy | Xyomara Chavez (15 min)
  - Q/A (10 min)
- WOAH Day 1 Competencies and Lifelong Learning: From Day 1 Competencies to Continuous Learning | Hana Abdelsattar (15 min)
  - Q/A (10 min)
- From Curriculum to Practice: Embedding Public and Private Sector Perspectives in Veterinary Education for Investing in Human Capital and Resilient Animal Health Systems | Rahul Srivastava (15 min)
  - Q/A (10 min)

Item 5 **Day 1 guidelines: where will we be in two years? | Barbara Alessandrini (15 min)**

- Q/A (10 min)

- Working approach and overview of resources | Xyomara Chavez (20 min)

  - Appointment of AHG Chairperson: roles and responsibilities
  - Access verification of documents shared for all AHG members via WOAH SharePoint

Item 6 **Tasks for the AHG | Xyomara Chavez and Miftahul Barbaruah (20 min)**

- Review of the key focus of the 2026 evolution, covering both the terrestrial and aquatic domains and mapping of expectations.
- Review WOAH's detailed workplan and timeline and provide written feedback
- Mapping of key stakeholders (Veterinary Statutory Bodies, academia, including WOAH VEE Twinning partners national focal points, collaborating centres, professional associations, students, public and private employers, civil society, accreditation agencies, national/regional qualification agencies, International partners, etc).

Item 7 **Logistics | Xyomara Chavez (5 min)**

- Determine date(s) and time (s) for next meetings(s)

Item 8 **Closing remarks | Meeting chairs (5 min)**

Appendix 2

Kick-off meeting of the WOAH Ad Hoc Group on the evolution of the Competency and Curriculum Guidelines for Graduating Veterinarians ("Day 1 Graduates")

31 March, 2026 | 10H – 13H (CEST)

LIST OF PARTICIPANTS

MEMBERS OF THE WOAH *AD HOC* GROUP

Dr Mohamed Ghanem
Dean
Benha University
EGYPT
dr.mohamedghanem@yahoo.com

Dr Armando Hoet
Director
The Ohio State University
UNITED STATES
hoet.1@osu.edu

Dr Nandipha Toyota Ndudane
Principal
Tsolo Agriculture and Rural Development Institute
SOUTH AFRICA
sgqanyaza@gmail.com

Dr Jenny Weston
Professor
Massey University
NEW ZEALAND
j.f.weston@massey.ac.nz

Dr Petra Winter
President
EAEVE
AUSTRIA
petra.winter@vetmeduni.ac.at

WOAH TEAM

Ms Barbara Alessandrini
Head
Capacity building department
b.alessandrini@woah.org

Ms Hana Abdelsattar
Senior training Programme Manager
Capacity building department
h.abdelsattar@woah.org

Dr Miftahul Barbaruah
WFD Programme Manager
Capacity building department
m.barbaruah@woah.org

Dr Xyomara Chavez
WFD Project Manager
Capacity building department
x.chavez@woah.org

Dr Rahul Srivastava
PPP Programme Manager
Capacity building department
r.srivastava@woah.org