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

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Executive summary

The fourth 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" or AHG) took place virtually on June 18st 2026.

All 5 experts were present for this fourth 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.

Members of the WOAH Secretariat were also present:

- Ms Barbara Alessandrini, Head of the Capacity Building Department
- Ms Hana Abdelsattar, Senior Training Programme Manager
- Dr Miftahul Barbaruah, Workforce Development Programme Manager
- Dr Xyomara Chavez, Workforce Development Project Manager
- Dr Rahul Srivastava, Public-Private Partnerships Manager

The meeting opened with welcoming remarks from Barbara Alessandrini, who provided a brief recap of the previous meeting and guided participants through the adoption of the agenda.

Hana Abdelsattar presented the WOAH Competency Based Training Framework (CBTF) as a founding framework defining education areas, key competencies and learning outcomes tailored to WOAH standards and aligned with the 45 PVS Critical Competencies. She described its structure around 16 Competency Packages (CPs), each governed by specific Terms of Reference, which together extensively cover WOAH Codes, Manuals, strategies and Guidelines. She underscored that the updated Day 1 guidelines must be aligned with and cover the foundational layer of the CBTF, positioning Day 1 graduates as entry-level learners across the 16 CPs and ensuring a coherent transition into lifelong professional development within National Veterinary Services.

Then the AHG provided their feedback on the role assignment they were given during the last meeting. Each expert was responsible for presenting the recommendations or information they found and that could be useful to consider for the evolved guidelines.

Next, Armando Hoet opened the discussion on the WOAH Day 1 framework itself. He proposed to the AHG a methodology to consider for restructuring the evolved guidelines, while considering domains and competencies as the pillars of this new document.

Logistical arrangements and coordination matters were addressed by Xyomara Chavez, including timelines and follow-up actions.

Finally, the meeting concluded with remarks from Barbara Alessandrini, who thanked participants for their contributions and reiterated the importance of maintaining momentum on agreed next steps.

1. **Welcome from WOAH, brief recapitulative of previous meeting and adoption of agenda**

Barbara Alessandrini welcomed the Day 1 ad hoc group and presented each item of the meeting's agenda.

2. **WOAH Competency Based Training Framework**

Hana Abdelsattar provided the following key points during her presentation:

A) **Strong structural alignment exists between the 2012 Day 1 competency categories and the 16 WOAH CBTF Competency Packages:** most Day 1 specific and advanced competency areas map directly onto existing CPs, confirming that the two frameworks are complementary and can form a coherent lifelong learning continuum.

B) **Terminology and definitions must be harmonised:** The evolved Day 1 guidelines should adopt the same definitions, competency language and structural references used in the WOAH CBTF (including the definition of competency as knowledge, skills, attitude and aptitude) to ensure full interoperability between veterinary education accreditation systems and WOAH training programmes.

C) **The updated Day 1 guidelines must be aligned with and cover the foundational layer of the WOAH CBTF:** Day 1 competencies should be explicitly positioned as the entry-level awareness threshold across the 16 Competency Packages, ensuring that every graduating veterinarian holds the foundational knowledge, skills and attitudes required to progress through the CBTF professional development pathway upon entering National Veterinary Services.

3. **Review of role assignments**

Each AHG members presented the findings and recommendations of the topics assigned to them in the previous meeting. The topics presented are listed in the table below:

Role/task	Responsible
Literature review: 2012 WOAH Day 1 Competency Implementation	Nandipha Toyota Ndudane
Literature review: Horizon Scanning of Veterinary Medicine (2, 5, and 10 years outlook of the profession)	Petra Winter
Description of Competency Based Veterinary Education (CBVE) framework ➔ Regional and National Standards	Mohammed Ghanem
Description of the European Association of Establishments for Veterinary Education (EAEVE) framework ➔ Regional and National Standards	Petra Winter
Description of Association of Southeast Asian Nation (ASEAN) and the African framework ➔ Regional and National Standards	Jenny Weston
Description of qualification frameworks (i.e. The European Qualifications Framework) ➔ Qualification Level Descriptors	Miftahul Barbaruah (WOAH)
Alignment of licensing boards and vet schools	Nandipha Toyota Ndudane
Review and summarise main WOAH reference documents: PVS (CC I.2 – Veterinary domain), VPPs Guidelines and CAHWs Educational Guidelines, 2012 version…	Armando Hoet

These topics collectively provide the evidence and context needed to comprehensively revise the WOAH Day 1 Competency Guidelines by evaluating the implementation and effectiveness of the 2012 version, identifying emerging trends and future workforce needs, incorporating contemporary competency-based veterinary education principles, aligning the competencies with international, regional, and national education and qualification frameworks, strengthening consistency with accreditation and licensing expectations, and ensuring coherence with existing WOAH standards and reference documents.
Together, they will support the development of a modern, globally relevant, outcomes-based framework that remains adaptable to diverse regional contexts while preparing veterinary graduates for current and future professional practice.

All presentations were timely stored in the WOAH SharePoint.

4. Discussion on the WOAH Day 1 framework: Domains and competencies

The AHG came with the following conclusions on this item:

- Define and agree on the overall framework ("blueprint") for the competency structure before developing the detailed content, ensuring a shared understanding of key terms and definitions.
- Review and finalise the competency domains by deciding which existing domains to retain, rename, merge, or remove, and determine whether to adopt, adapt, or create a hybrid framework aligned with CBVE.
- Prepare for the next meeting by choosing the most efficient approach with the goal of leaving the meeting with agreed structure, definitions, and domains. It was agreed that the Chairperson together with the WOAH Secretariat will prepare a draft in advance for the AHG review.

5. Logistics

Xyomara Chavez shared a doodle were all AHG members provided their availabilities for the upcoming weeks, until early September.

6. Closing Remarks

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

Appendix 1

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

18 June, 2026 | 9H – 12H (CEST)

Virtual session via Microsoft Teams

Chairperson of the Ad Hoc Group: Armando Hoet

AGENDA ITEMS

Item 1 Welcome from WOAH, brief recapitulative of previous meeting and adoption of agenda | **Barbara Alessandrini** (5 minutes)

Item 2 WOAH Competency Based Training Framework | **Hana Abdelsattar** (15 minutes)
Q&A

Item 3 Review of role assignments for meeting on June 18 | **All** (120 minutes)

Ten minutes to present findings: what recommendations/information did you find that we can use to incorporate in the evolved guidelines?

Short break of 10 minutes in between 2 interventions

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Literature review: 2012 WOAH Day 1 Competency Implementation	Nandipha Toyota Ndudane
Literature review: Horizon Scanning of Veterinary Medicine (2, 5, and 10 years outlook of the profession)	Petra Winter
Description of Competency Based Veterinary Education (CBVE) framework ➔ Regional and National Standards	Mohammed Ghanem
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Description of qualification frameworks (i.e. The European Qualifications Framework) ➔ Qualification Level Descriptors	Miftahul Barbaruah (WOAH)
Alignment of licensing boards and vet schools	Nandipha Toyota Ndudane
Review and summarise main WOAH reference documents: PVS (CC I.2 – Veterinary domain), VPPs Guidelines and CAHWs Educational Guidelines, 2012 version…	Armando Hoet

Item 4 Discussion on the WOAH Day 1 framework: Domains and competencies | **Armando Hoet** (20 minutes)

Item 5 Logistics | **Xyomara Chavez** (5 minutes)
Setting up at least the next 4 meetings

Item 6 Closing remarks | **Barbara Alessandrini** (5 minutes)

ANNEX: List of pre-meeting reading materials/action items

- DAY1_AHG 26-27
- 2026-06-18
- Assignment_June18.docx

Appendix 2

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

18 June, 2026 | 9H – 12H (CEST)

Virtual session via Microsoft Teams

LIST OF PARTICIPANTS

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