



# OIE PROGRAMME FOR VETERINARY WORKFORCE DEVELOPMENT

Strengthening national Veterinary Services for more effective animal health and veterinary public health systems

## THE FACTS

As movement of humans, animals and animal products increases around the world, risk of disease incursion and spread poses considerable threats to health and livelihoods, particularly in developing and transitional countries. The repercussions of poor disease surveillance and weak regulatory Veterinary Services are made worse by insufficient or poorly trained animal health workforces who lack the necessary skills, knowledge and resources to prevent and control infectious diseases at their animal origin. The sustainability of donor-driven investments in the livestock sector and the livelihoods of producers are also compromised by inadequate workforces.

The evolution of animal health services is often restricted by resistance to change in public services, slow acceptance of the relevant role and responsibilities of the private sector, a lack of fundamental reform in national educational institutions and inadequate mechanisms for recognising and regulating veterinarians and veterinary paraprofessionals (VPPs). These challenges combined lead to workforces that are not prepared to meet the demands of our changing society.

There is a pressing need to develop a clear strategy for modernising and harmonising veterinary and VPP training. This will require recognition and regulation in accordance with international standards, articulation of the specific needs of a country and significant investments in legislation and institutional reform, educational facilities, curriculum and human resources. With this in mind, the OIE is leading the charge to strengthen national Veterinary Service workforces.



Livestock and Veterinary Services are **chronically under-resourced** against all comparative measures



Veterinary Services are a **global public good**, they are therefore worthy of sustainable investment by all governments and the international community

## CONTRIBUTION TO THE SDGs



## OUR SOLUTION

Through its Programme for Veterinary Workforce Development, the OIE supports its Members to evaluate their workforce needs and develop appropriate staffing. This means undertaking workforce assessments, identifying gaps and considering diverse solutions while remaining aware of the standards that guarantee the quality of work performed and the preservation of public health and safety.

For countries where a workforce assessment suggests the need to strengthen the capacity of veterinarians, OIE offers opportunities to strengthen the education, both initially and through continued professional development, through curriculum review and reform. In cases where a workforce assessment affirms the value of introducing or expanding the role of VPPs, OIE offers a toolbox of interventions to help ensure the establishment of an enabling environment for VPPs to be properly trained, to work and to be held to professional standards.

- Standards for **legislation** and for veterinary statutory bodies (VSBs), guidelines on **education**, and methodologies for workforce assessment
- The **Performance of Veterinary Services** (PVS) Pathway cycle to help countries apply these standards and guidelines.

The PVS cycle includes specific capacity building missions related to evaluation, gap analysis and legislation of national Veterinary Services, as well as VSB and Laboratory Twinning (pairing together institutions for learning exchange) and curriculum reform activities through Veterinary Educational Establishment (VEE) Twinning, among others. Based on the outcomes of these missions, the OIE can propose activities from its Programme for Veterinary Workforce Development to address the needs identified.

## WHY THE OIE?

The OIE is the preeminent intergovernmental organisation focused on animal health and has connections with 182 Members, as well as numerous specialised Collaborating Centres around the world. The OIE is uniquely placed to provide guidance and support to improve national Veterinary Service workforces.



## FEATURED STORY: THAILAND'S TEN-YEAR

Putting recommendations into practice



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The OIE PVS Pathway is available to OIE Members to help them evaluate the capacity of their national Veterinary Services. PVS Evaluation missions identify gaps in Veterinary Services and provide detailed recommendations for countries to strengthen their capacities.

Assessment of the veterinary workforce - numbers and types of personnel and their training and technical capacity - is included among the 47 competencies evaluated through the mission. Recommendations from PVS missions can be used as an effective tool for countries to advocate for their workforce needs.

Thailand undertook a PVS Evaluation mission in March 2012. During the mission, PVS experts visited various components of the country's Veterinary Services, including central,

regional, provincial and district offices, animal health laboratories, veterinary associations, and others. The resulting PVS Evaluation report identified several strengths in the country's Veterinary Services, as well as some gaps, notably identifying a severe lack of veterinarians at the field level.

With this gap identified in the report, Thailand was able to garner the high-level support needed in government to make a noticeable change to their veterinary workforce. They committed to a plan to recruit 1,000 field veterinarians over a 10-year period. As of 2020, the country continues to make good progress on its commitment, having hired 297 field veterinarians since the PVS Evaluation, for a total of 636 field veterinarians working in 2020, with more hiring planned in the coming years.

## FIGURES TO TAKE AWAY



### BENEFICIARIES

- 182 OIE Members with stronger Veterinary Services
- 1.3 billion people whose livelihoods depend on healthy animals
- 1.83 million VPPs and veterinarians in Africa and Asia
- More than 30 veterinary and VPP training institutions benefiting so far from the OIE's Competency and Curriculum Guidelines



### ONGOING

- 3 regional and global projects around the world
- 6 active VEE Twinning
- 29 active Laboratory Twinning



### NEEDS

- USD 100k for communications & awareness-raising products
- USD 100k-400k per Twinning project
- Support to human resources is always a profitable investment
- Resources to support analysis, trainings, & case studies on gender equity in workforce development



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