

Training Workshop on Veterinary Paraprofessional (VPP) Competencies and Curriculum Guidelines for Bhutan

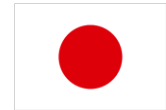
13-14 October 2022

PROGRAMME

13 October 2022 (Day 1)			
Time	Topic	Aim	Speaker
08:45 – 09:00	Registration		WOAH/DOL
09:00 – 09:10	Opening session	Opening remarks	-Dasho Thinley Namgyel, Secretary, MoAF -Dr Tashi Yangzome, WOAH delegate, DoL -Dr David Sherman, WOAH, HQ
09:10 – 09:25	Introduction to the workshop and participants	Introduction of workshop objectives and expected outputs and participants	Dr Pasang Tshering, Consultant, WOAH, RRAP
Session 1: Tasks provided & Competencies of Veterinary Paraprofessionals (VPPs)			
09:25-09:45	Services/roles provided by the veterinary paraprofessionals (VPPs) in Bhutan	Understand the various roles and mandates provided by the VPPs and their different workplaces, expected competencies, whether ongoing training (CPD) available, whether they work under the supervision of vets, regulatory gaps and needed support system for VPPs.	Dr N Dahal, Executive Specialist, Animal Health Division, DoL
09:45 – 10:10	Overview of key roles and tasks performed by VPPs	- Definition of VPPs - VPPs VS CAHWs- - WOAH's VPP agenda - why VPPs need integration with VS, enabling environment for efficient delivery of services by VPPs	Dr Gert-Jan Duives, VPP Expert
10:10-10:40	Networking Tea / Coffee break and group photo		
10:40 – 11:00	OIE Competency Guidelines for VPPs	- A brief background to development of the VPP Competency Guideline - Introduction to VPP competency Guidelines - How to use the VPP Competency Guidelines (Scope and limitations)	Dr David Sherman, WOAH and Dr Christophe Chartier, VPP Curriculum Expert



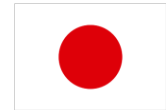
11:00 – 11:10	Q&A		
11:10 – 12:00	Group Exercise I: Develop job descriptions based on competencies	Hands-on practice on using the competency guidelines	All participants
12:00 – 12:15	Plenary and feedback from group exercise		Dr Christophe Chartier/ Dr M. Barbaruah
Session 2: Regulation of VPPs			
12:15 – 12:35	Regulation of VPPs	<ul style="list-style-type: none"> - Why VPPs' role and tasks should be regulated - TAHC 3.4.6 - Examples of VPP categories, prerogatives, competencies and education 	Dr Miftahul Barbaruah VPP expert
12:35 – 12:45	Regulation of VPPs and the Role of VSB on VPP regulation in Bhutan	Status and ongoing efforts to set up VSB in Bhutan and if any discussions related to VSB's involvement in VPP regulations & training (including CPD credit etc.), opportunities & Challenges including challenges of having separate Council for VEE and VPP.	Dr RB Gurung, Program Director, NCAH DoL (Acting President of VAB)
12:45-13:00	Q&A session		
13:00-14:00	Lunch		
Session 3: Training of VPPs			
14:00-14:20	Veterinary Paraprofessional Training in Bhutan	<ul style="list-style-type: none"> - Introduction to VPP training institute and current infrastructure/resources. - Objectives and reference framework (e.g., Official job & competency description?) related to VPP training - Approach to Curriculum development - Entry requirement and difference between 2 year Diploma and 4 yr degree in Animal Science courses - Course delivery, assessment - Faculty orientation 	Dr Penjor, Associate Professor, College of Natural Resources (CNR), Lobesa
14:20-14:30	Royal University of Bhutan (RUB)'s role in the education and training of VPPs in Bhutan	- 'Wheel of Academic Law' and related SOPs for curriculum development	Rep from RUB (TBC)



		<ul style="list-style-type: none"> - Course alignment with Bhutan Qualifications Framework, if considered - student recruitment process and forecasting, employability considerations or consideration of the employees, etc 	
14:30-14:45	VPP education and training, including continuing education	<p>Create awareness on</p> <ul style="list-style-type: none"> - Training provisions in the animal health sector (Traditional Vs. Competency-based) - Various levels of VPP training - Global experiences, including virtual training / CPD for VPPs 	Dr GertJan Duives, VPP expert
14:45-15:05	WOAH Curricula Guidelines for VPPs	<ul style="list-style-type: none"> - Introduction to the curriculum Guidelines - the structure of the document - How to use the Guidelines in developing a VPP curriculum or reviewing the existing VPP curriculum 	Dr Christophe Chartier, VPP Curriculum Expert
15:05-15:15 (5 minutes each)	Experiences and expectations from the VPPs (5 minutes each)	How the current curriculum and competencies gained from the training match with the workplace expectations? What changes you would like to see in the curriculum	<p>A rep from earlier 2-year Diploma training</p> <p>And</p> <p>A rep from the current training (2-year Nested Diploma in Animal Science)</p>
15:15-15:45	Group Exercise 2: SWOT analysis in 3 groups on country situation related to VPP education	<ul style="list-style-type: none"> - Describe current situation - Identify barriers/gaps - Identify existing/ongoing activities to strengthen/address gaps 	All
15:45-16:00	Feedback from the groups		Group rapporteurs
16:00-16:30	Networking Tea coffee break		



Session 4: Training in the application of the VPP Curriculum alignment Matrix (CAM) Tool			
16:30-16:45	WOAH Curriculum Alignment Matrix (CAM) tool	Introduction of the CAM tool	Dr Christophe Chartier, VPP Curriculum Expert
16:45-16:55	Group exercise 3 – Introduction of the CAM Tool Exercise	Use of the CAM tool and the accompanying instructions. Group formation and introduction of the exercise	Dr Christophe Chartier, VPP Curriculum Expert
16:55-17:30	Group Exercise 3a: Using WOA’s CAM tool to align current CNR’s course outcomes with WOA’s guidelines on AH track	Group exercise to use the Excel CAM Tool for AH track in Bhutan	All participants
17:30-17:40	Wrap up & close of day 1		Dr Christophe /Dr M Barbaruah
17:45-18:15	De-brief of the experts and WOA staff	Lessons learned and prepare for next day	Experts and WOA staff
14 October 2022 (Day 2)			
Time	Topics	Speakers	
08:45 – 09:00	Registration		WOAH/DOL
09:00 – 09:10	Summary of Day 1		A country participant
09:10-09:45	Group Exercise 3b: Using WOA’s CAM tool to align current CNR’s course outcomes with WOA’s guidelines on VPH track	Group exercise to use the Excel CAM Tool for VPH track in Bhutan	All participants
09:45-10:10	Plenary restitution of exercises 1a and 1b		Dr Christophe Chartier/ Dr Gert-Jan Duives
10:10-10:40	Discussion around other Tracks, including Laboratory track (other job responsibilities of VPPs)	General discussion on other tracks VPPs may be responsible for possible alignment scope	Dr David Sherman/Dr M. Barbaruah/Dr Gert-Jan Duives to facilitate
Session 5: Way forward and conclusion			
10:40-11:35	Group Exercise 4: World Café discussion on the next steps (3 Stations of 25 -15-10 minutes)	Task_1: Will you consider the following as opportunities to apply the workshop's learning? Task_2: What, according to you, are the constraints/ challenges of applying the learning from the workshop?	All participants



		Task_3: What additional resources/support can help VS improve the enabling environment and quality of VPP service delivery?	
11:35-11:45	Restitution of the group exercise		3 Rapporteurs
11:45-12:15	Way forward: Bhutan team to present the draft way forward	Facilitated discussion on developing a roadmap/way forward of VPP Self curriculum assessment plan or VPP Curriculum mission	Dr David Sherman, WOA/Dr Gert-Jan, VPP expert to facilitate
12:15-12:45	Prepare the summary of the road map or way forward	Prepare summary of the way forward to present during closing	Core Bhutan team and experts/WOAH
12:45-13:00	Summary of way forward	Summary presentation on way forward	Dr Rinzin Pem, Head of LHD, DoL
13:00-13:15		Closing remarks	-Dr Tashi Yangzome, WOA delegate, -Mr Yangka, Academic Director, RUB (TBC), -Mr. Sonam Wangchuk, President, CNR (TBC) -David Sheerman, WOA
13:15-14:15	Lunch		
15:00-18:00	Excursion to Thimphu and back to Paro for the experts and WOA HQ staff		