



26-30 MAY 2024  
PARIS



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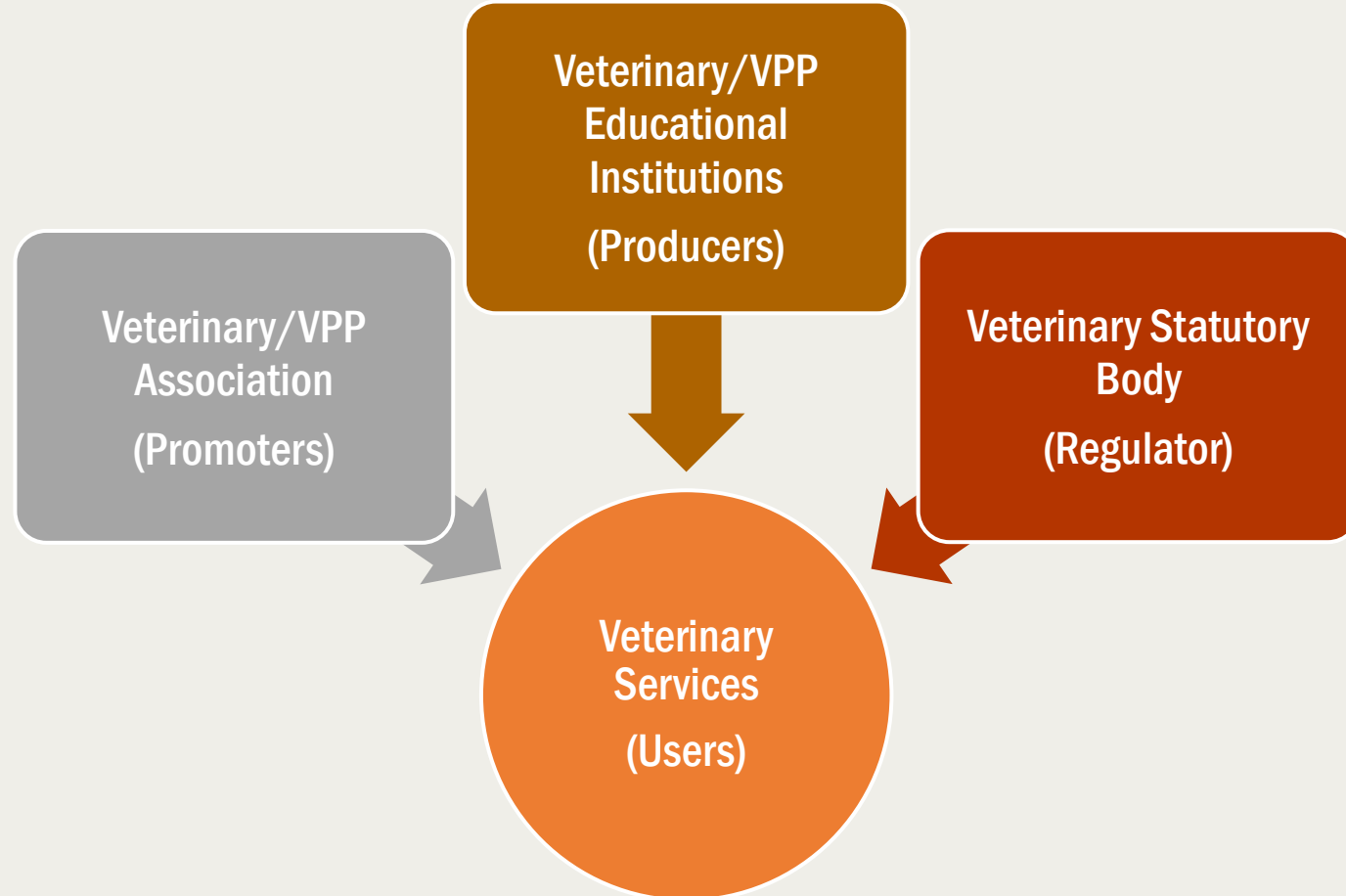
# ASIA AND THE PACIFIC: VETERINARY WORKFORCE, EDUCATION AND REGULATORY NETWORKS

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Celebrating 100 years of the World Organisation for Animal Health  
Animal Health is our Health. It's everyone's health.  
Founded in 1924 as the Office International des Epizooties

# Good veterinary governance – A global public good





# Veterinary Workforce Development (WFD)



# National Workshop on Veterinary Workforce Development



Malaysia, Aug 2022



Bhutan, Oct 2022



Philippines, Nov 2022



Fiji, Dec 2022



Thailand, Mar 2023



Lao PDR, Apr 2023



Vietnam, Nov 2023

<https://rr-asia.woah.org/en/projects/veterinary-workforce-development/>





# National Workshop on Veterinary Workforce Development



## Aims:

- Analyse a country's situation on WF education and legislation
- Identify strengths and gaps
- Design tailored action plans for WF planning and development

**Participants:** A range of national stakeholders involved in the education, training, regulation and deployment of veterinary personnel

**Duration:** 2.5 to 3-day physical workshop



## Some Recommendations from the WFD workshops

### WF assessment:

- Establish a National Task Force comprising relevant stakeholders to assess the current WF situation and perform WF planning by reviewing national WFD priorities, future of work and national institutional mechanisms for WFD
- Develop a framework for a centralised WF data repository with analytics

**Education/Training:** Perform curriculum reforms for vets and VPPs using WOAH Guidelines as references

**Legislation:** Amend the relevant laws to include the supervision and regulation of VPPs

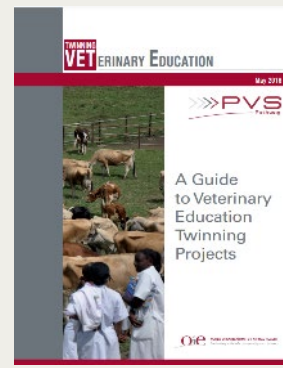
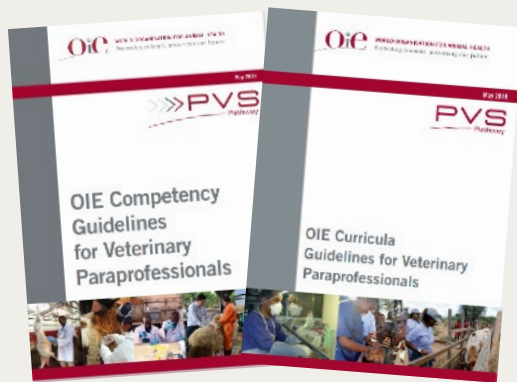
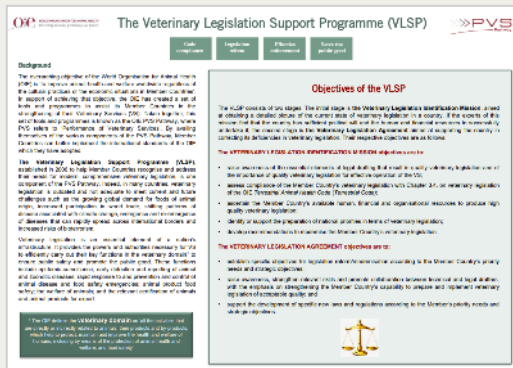
**PPP:** Identify the official job/task to be delegated to the private sector and define the mechanism of power delegation



# WOAH Support for Veterinary Workforce Enabling Environment



- **VLSP:** Identify gaps and weaknesses in the **legislation of veterinary domain** and strengthen capacity in legal drafting and developing new legislation
- **VSB Twinning and VSB Planning Missions:** Strengthen the **capacity and authority of national VSB** in compliance with the WOAH VSB standards and support the VSB establishment in Members where VSB does not exist
- **Workforce education and training:** Improve the **quality of education and training of veterinarians, VPPs and CAHWs** e.g. VEE Twinning, VPP curriculum review, CAHW training, tailor-made training
- **Public-Private Partnerships (PPPs):** Enable the **pooling of resources** and create synergies across sectors



# Some Outcomes from the National WFD Workshops



Members	Ongoing/Planned Activities
Malaysia	<ul style="list-style-type: none"><li>- WOAHL VLSP</li><li>- Veterinary and VPP curriculum review</li><li>- WFD-related situational study</li></ul>
Bhutan	<ul style="list-style-type: none"><li>- VPP curriculum review</li></ul>
Fiji	<ul style="list-style-type: none"><li>- WOAHL VLSP</li><li>- VPP curriculum review</li></ul>
Thailand	<ul style="list-style-type: none"><li>- Revision of VPP categories</li></ul>
Lao PDR	<ul style="list-style-type: none"><li>- Drafting a Prime Minister's Decree for establishing a VSB</li></ul>

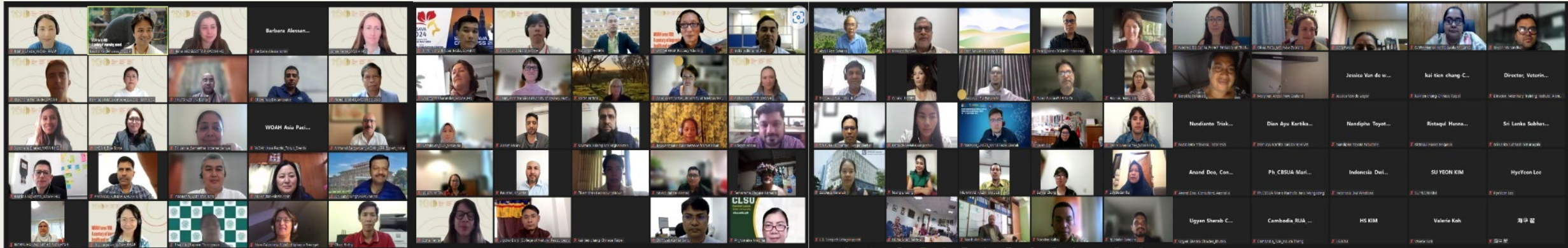


# Veterinary WFD: Progress & Steps Ahead



## Virtual information session for AP Region: Updates on WOAH's WFD Programme and Regional Exchange on Progress and Steps Ahead, 25 Apr 2024

- Promote WFD as a part of strengthening veterinary WF resilience
- Share updates on WOAH WFD programme and implementing countries since 2021
- Share regional/sub-regional analysis findings on Gender Equality, Disability and Social Inclusion (GEDSI) and legislation related to animal disease control



<https://rr-asia.woah.org/en/events/progress-steps-ahead-veterinary-workforce-development-programme/>





# Framework for the capacity building of Veterinary Services in SEA

GOAL

Strengthen the capacities of veterinary workforce in SEA to effectively prevent, detect and respond to animal health threats and improve the health of humans, animals, and the environment.

STRATEGIC ACTION (SA)



SA 1

Support the Veterinary Workforce Development



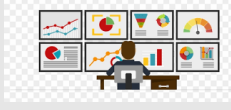
SA 2

Support for Veterinary Workforce Enabling Environment



SA3

Facilitate the tailored made training programmes based on assessment and need analysis



SA 4

Develop a training (learning) management system including dashboard for the database of the capacity-building activities

STRATEGIC ACTIVITIES

WORKFORCE ASSESSMENT (WFA)

Identify specific needs of National workforce  
New WFA tool, PVS evaluation, Gap Analysis, PPP

ESTABLISH AND FACILITATE WF ENABLING ENVIRONMENT

Veterinary Legislation Support Programme (VLSP), Veterinary statutory body (VSB) Twinning and VSB Planning missions, Workforce education and training i.e VEE, VPP & CAHW training programmes

COMPETENCY- BASED LEARNER CENTERED APPROACH

Identify Member needs and priorities: Survey, PVS reports, Bilateral meetings, Conduct training programmes-Hybrid, Blended, ToT

CAPACITY BUILDING WEBPAGE AND TRAINING MANAGEMENT DATA

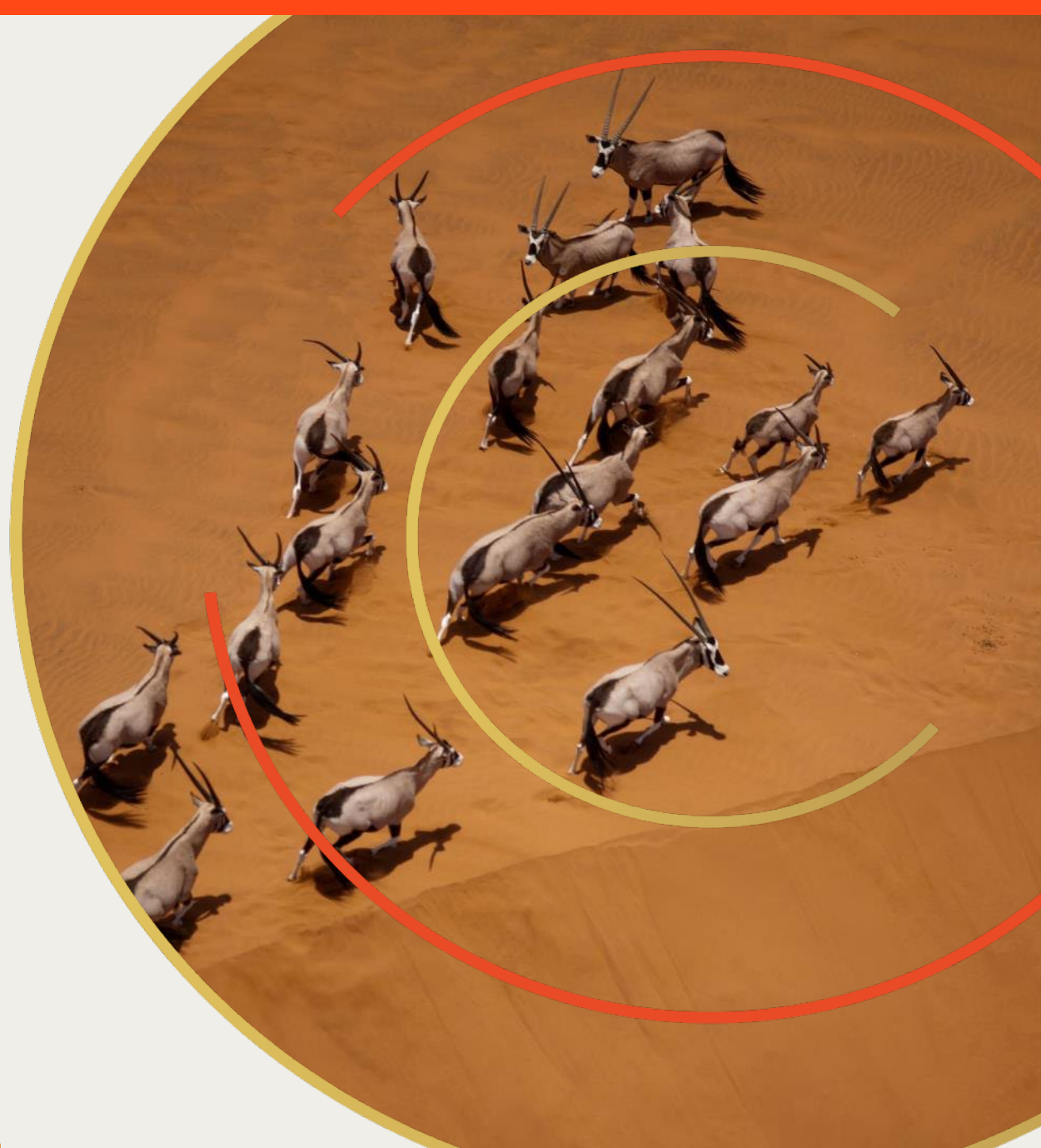
Programme, focus Project focus Disease focus, Transversal topics, training management database (individual and Country profile training)

Monitoring, Evaluation and Learning



SA 5

# Veterinary Education





# Networking to strengthen veterinary education



**AAVS**

Asian Association  
of Veterinary  
Schools



**SEAVSA**

South-East Asia  
Veterinary School  
Association



**AVSBN**

ASEAN Veterinary  
Statutory Body  
Network



**FAVA**

Federation of  
Asian Veterinary  
Association



**SEAOHUN**

Southeast Asia  
One Health  
University  
Network



# WOAH Veterinary Education Twinning Projects

## Completed projects:

- University of Minnesota (USA) – Chiang Mai University (Thailand) (2013-2016)
- University of Queensland (Australia) – Nong Lam University (Vietnam) (2015-2019)
- Massey University (New Zealand) – University of Peradeniya (Sri Lanka) (2014-2018)
- Hokkaido University (Japan) – Mongolian University of Life Science (Mongolia) (2017-2019)
- University of Tokyo (Japan) – Royal University of Agriculture (Cambodia) (2018-2021)

## Ongoing project:

- University of Calgary (Canada) - Guru Angad Dev Veterinary and Animal Sciences University (India) (2020 – 2024)





# Virtual Workshop on the Way Forward of VEEs and VSBs in South-East Asia 2023



<https://rr-asia.woah.org/en/events/virtual-workshop-on-the-way-forward-of-vees-and-vsbs-in-south-east-asia/>



# Workshop: Veterinary Education Establishments and Veterinary Statutory Bodies in South Asia and Iran 2022

<https://rr-asia.woah.org/en/events/oie-virtual-workshop-for-veterinary-education-establishments-vees-and-veterinary-statutory-bodies-vsbs-in-south-asia-and-iran/>



# Establishment of a Sub-Regional VEE/VSB Network for South Asia



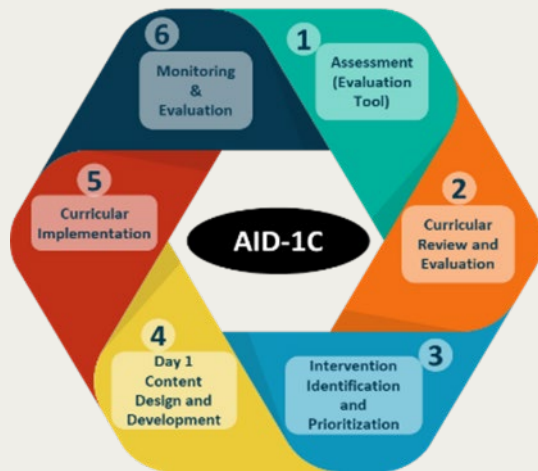
# Sub-regional Meeting for VEEs and other Stakeholders of Veterinary WFD in East Asia, Japan, 2023

<https://rr-asia.woah.org/en/events/east-asia-sub-regional-meeting-on-veterinary-education/>



## VEE Curriculum Assessment:

- Collaboration of WOAAH with the Ohio State University (OSU), US to support VEEs in SEA to perform curriculum assessment against the WOAAH Day 1 Competencies (D1Cs)
- Using the **A**ssessment and **I**mplementation of WOAAH **D**ay **1** **C**ompetencies (AID-1C) Model developed under the Twinning Project between the University of Gondar, Ethiopia and the OSU



**Goal:** to evaluate and harmonise the veterinary curriculum to the WOAAH D1Cs and Core Curriculum to graduate highly proficient veterinarians

## Collaboration of WOAAH with SEAVSA and AVSBN

### South-East Asia Veterinary School Accreditation Standards:

- 11 accreditation standards
- To be accredited by the South-East Asia Veterinary School Accreditation Body (in the process of establishment by the AVSBN)
- To facilitate the transboundary mobility of veterinarians between the ASEAN Member States

### Progressive Veterinary School Accreditation Standards:

- 4 Levels
- Could be a means to strengthen veterinary education of VEEs with different advancement levels

[https://drive.google.com/drive/folders/1wEYBp73\\_uKN-LjP7bnRdyE2JnvGbS5YT](https://drive.google.com/drive/folders/1wEYBp73_uKN-LjP7bnRdyE2JnvGbS5YT)





# Regulatory Network



## TERMS OF REFERENCE FOR THE ASEAN VETERINARY STATUTORY BODY NETWORK

### 1. Background

The activities of Veterinary Services are recognized as a global public good because of their role in protecting animal health and welfare, public health and ecosystem health alike. Veterinary Statutory Bodies (VSB) as regulators play a key role in licensing veterinarians and/or veterinary paraprofessionals providing minimum standards of veterinary education, initial and continuing, while also ensuring high standards of professional conduct within the veterinary profession. A strong, efficient and competent National VSB is therefore essential in establishing and maintaining of good governance and functioning of National Veterinary Services. To strengthen and promote the authority and capacity of the National VSBs of the ASEAN Member States, an ASEAN Veterinary Statutory Body Network is being proposed.

### 2. Vision

Strong and committed National Veterinary Statutory Body Authorities and with functional capacity that is anchored through the ASEAN Veterinary Statutory Body Network.

### 3. Objectives

The ASEAN Veterinary Statutory Body Network is a regional network of the National VSBs/VSB equivalent organisations/relevant institutions of 10 ASEAN Member States.

The objectives of the ASEAN Veterinary Statutory Body Network are:

- To create a regional forum for the National VSBs of ASEAN Member States and equivalent authority (where a National VSB does not exist) for the purpose of sharing information, knowledge and experiences related to the policies, authority and functions of the National VSBs;
- To promote collaboration between ASEAN Member States in supporting the development/establishment of fully functioning National VSBs in Member States currently without VSBs or where VSBs are being developed;
- To mutually support the implementation of international standards<sup>1</sup> related to VSB in ensuring the capacity of National VSBs in promoting good veterinary governance within a country;
- To harmonise the National VSB best practices and operational guidelines, thereby facilitating transboundary mobility of veterinarians/ veterinary paraprofessionals between ASEAN Member States without prejudice to personalities, religious beliefs, socio-cultural and even political diversities.;
- To create links with VSBs/VSB authorities or relevant institutions in other regions for the purpose of exchanging expertise, thereby improving the regional capacity of National VSBs for compliance with international standards.

### 4. Roles and Functions

The ASEAN Veterinary Statutory Body Network shall:

- Organise an ASEAN forum (in person meeting or via on-line tools/teleconference) to discuss and share information, knowledge and experiences on the issues relating to the best practices, operational guidelines, regulations, authority and functions of the National VSBs;

- Established in 2017 with the WOAHA support
- Network of the National VSBs/VSB equivalent organisations/relevant institutions of the 10 ASEAN Member States
- Strategic Plans include: Ensuring the capacity of National VSBs to promote good governance of Veterinary Services both nationally and regionally
- The WOAHA VSB Twinning Project between the Veterinary Council of Thailand and the Australasian Veterinary Board Council Inc., 2018-2020 also contributed to the AVSBN activities.
- Draft the ASEAN Mutual Recognition Arrangement (MRA) on Veterinary Practitioners



# Conclusions

- **Veterinary Services to conduct their missions effectively require adequate numbers of qualified staff, working in a positive enabling environment**
- **WOAH supports Members in assessing their workforce needs and establishing appropriate regulatory, educational and training frameworks to prepare and deploy veterinary personnel across public and private sectors.**







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