



National Workshop on Veterinary Workforce Development

For Bhutan

10-12 October 2022

TENTATIVE PROGRAMME

Day 1 (Monday - 10 October 2022)			
Time	Title	Aim	Speakers/facilitators
08:45	Registration at venue		All participants and facilitators
09:00-09:15	Opening session	Welcome remarks	Dr Tashi Yangzome, WOAH Delegate Dr David Sherman, WOAH, HQ
09:15-09:25	Introduction to the Workshops, including the VPP competency and curriculum guideline training workshop	To provide an overview of the two workshops – and house keeping announcements	Pasang Tshering, WOAH RRAP
Session 1: Awareness raising on veterinary workforce development			
09:25-09:50	Introduction to WOA and PVS Pathway, including state of play of country	<ul style="list-style-type: none"> - Become familiar with WOA, capacity building, and PVS Pathway - Become familiar with PVS activities undertaken so far in the country 	Dr Barbara Alessandrini, CBD, WOAH HQ
09:50-10:20	Tea/Coffee break (preceeded by Group Photo)		
10:20-10:30	Introduction of the participants	Group introduction - Ice breaker	Pasang Tshering, WOAH
10:30-11:00	Veterinary workforce development, including VPPs	<ul style="list-style-type: none"> - Introduce key concepts related to workforce development, including enabling environment and workforce assessment and planning - Description of importance of enabling environment to 	Dr David Sherman, CBD, WOA

		implement workforce development plans	
11:00-11:10	Future of work in the context of animal health and production	Description of 'future of work' situations for the planning of veterinary workforce development	Dr Miftahul Barabruah, VPP expert
11:10-11:20	Questions and answers	Questions/comments from participants	
11:20-11:30	Bhutan Standard Classification of Occupation (BSCO)	Explain the process of developing the purpose, scope, framework, and principles of the BSCO and the standard occupational statistics for Bhutan focusing on veterinary/livestock-related occupations.	National Statistics Bureau (NSB) rep (TBC)
11:30-12:00	Veterinary workforce and their enabling environment: an overview of the current situation	<ul style="list-style-type: none"> - Description of Veterinary Services personnel, regulations, training, and activities in Bhutan - Share essential workforce development-related findings from past PVS Pathway missions and follow-up actions - Share findings from the pre-workshop survey 	Dr N Dahal, Executive Specialist, Animal Health Division, DoL
12:00-12:45	Group Exercise 1: Group Discussion on Bhutan situation related to: <ul style="list-style-type: none"> a) WF education (including CPD) b) Veterinary WF legislation, regulation and certification c) Effective WF assessment and planning d) Delivery of services, including clinical services 	Initial list of gaps/ barriers/needs identified	Participants
12:45-13:00	Summary feedback from group discussion		Participants
13:00-14:00	Lunch break		

14:00-14:45	Summary and Poll on veterinary workforce	- to identify key issues in the veterinary workforce	WOAH
Session 2: Participatory session on veterinary workforce development			
14:45-15:00	Introduction to the group exercise on “Shoatlandia” WF development	Provide a guide to the exercise and explain the objectives and expectations from the exercise	Dr David Sherman, WOAH
15:00-15:30	Tea /Coffee break		
15:30-16:30	Group exercise on Workforce Development – “Shoatlandia”	Practice with a scenario how to apply principles of workforce assessment and planning for WFD	All
16:30-16:50	Plenary	- Report back - Clarifications and responses to questions	WOAH / Expert
16:50-17:00	Wrap up and closing of day 1		Expert
17:15-18:00	De-brief	Discuss on lessons learned and preparation for next day	Experts and WOAH staff

Day 2 (Tuesday - 11 October 2022)

Session 3: Participatory session on veterinary legislation/regulation of veterinary workforce

09:00-09:10	Key highlights from day 1		Participant representative
09:10-10:00	<p>Group Exercise 2: World café (4 stations) – roles of the veterinary workforce (vets, VPPs, CAHW, others) in Bhutan</p> <p>1. What are the main categories of VWF in the country</p> <p>(a) What are their roles?</p> <p>(b) How are their roles defined?</p> <p>(c) Are there gaps? How are they identified?</p> <p>(d) What are critical activities?</p> <p>(e) How are they supported, e.g., partner organizations, professional associations</p> <p>2. Need for identifying more VPP categories</p>	<p><i>5 minutes to explain on the World café format and moving of the groups to the stations.</i></p> <p>- Understand the current workforce situation</p> <p>- Identify key stakeholders within and outside VS (Stakeholder mapping)</p> <p>(4 stations – 20-10-10-5 minutes – total 45 minutes)</p>	All

	<p>3. Is there value in integrating CAHW in the VSs</p> <p>4. Who are the relevant stakeholders engaged in communication and coordination for the workforce needs assessment</p> <p>AND</p> <p>What are institutions beyond the DoL/MoAF responsible for workforce development?</p>		
10:00-10:20	Plenary	<ul style="list-style-type: none"> - report back by rapporteurs - clarifications & responses to questions 	To be facilitated by WOAH/Experts
10:20-10:50	Tea/coffee break		
10:50-11:20	Veterinary legislation and regulation	<p>Create awareness on:</p> <ul style="list-style-type: none"> - role, relevance, and principles of veterinary legislation - why legislation around veterinary practice is important - the importance of defining roles and relationships of the different workforces in veterinary legislation -Familiarise the participants with role, purpose, and functioning of a VSB differences between a VSB and vet/VPP association 	Dr David Sherman, CBD,WOAH
11:20-11:40	Q & A session on veterinary legislation and regulation		All
11:40-12:30	<p>Group Exercise 3: World Cafe on Bhutan's situation related to veterinary legislation/regulation</p> <p>A) - What are internal and external factors affecting the establishment of VSB and in drafting & adoption of the charter And</p>	<ul style="list-style-type: none"> - Describe the current situation - Identify barriers/gaps - Identify existing/ongoing activities to strengthen/address gaps (4 Stations - 20-10-10-5 minutes)) 	All

	<p>- What are the advantages and disadvantages of having a different statutory body for Vets and VPPs?</p> <p>B) Considering the situation in Bhutan, what mechanisms can be adopted to supervise the VPPs?</p> <p>C) How can the future VSB in Bhutan ensure appropriate competency development of Vets and VPPs?</p> <p>D) Is there a future in Bhutan for some vets and VPPs to provide service in the private sector</p>		
12:30-12:45	Plenary feedback by groups	Report back by 4 rapporteurs	All
12:45-13:45	Lunch		
Session 4: Participatory session on workforce assessment and planning			
13:45-14:15	Approaches to workforce assessment and planning	Description of approaches and data required for workforce assessment	Dr David Sherman, CBD, WOAHA
14:15-14:30	Demonstration of GAP analysis methodology and the tool	Introduce GAP analysis tool may be used for workforce assessment – AH tool	Dr M Barbaruah, VPP expert
14:30-14:50	Challenges and gaps in collecting data for WF development in Bhutan and how to improve data availability	<p>-Highlight gaps and constraints in collecting required data for workforce development and identify ways to address these gaps</p> <p>-map current sources and identify additional sources for data</p> <p>-what support will be required to improve</p>	Dr RB Gurung, Program Director, NCAH, DoL
14:50-15:00	How to use available data for workforce analytics	-demonstrate how the available data from the Indian state of Assam was used in the analysis for workforce development	Dr M Barbaruah, VPP expert
15:00-15:30	Tea/Coffee break		

15:30-16:30	Hands-on exercise on use of GAP tool – AH tool	Become familiar with the GAP tool and use of data	All (facilitated by experts led by Barbaruah)
16:30-16:45	Value of PPP in Veterinary Services delivery	General overview of PPP initiatives with focus on WFD (<i>Recorded video or live remote presentation</i>)	Dr Rahul Srivastava, PPP Project, WOA HQ
16:45-17:00	Facilitated discussion on private sector engagement in veterinary delivery services in Bhutan	- current status and opportunities on engagement of the private sector in VS delivery	All (Facilitated by Barbaruah)
17:00-17:10	Wrap up and closing of Day 2		Expert
17:20-18:00	Day's debrief and preparation of Summary	Prepare a summary of the outputs from days 1 & 2 discussion outputs	Experts/WOAH staff

Day 3 (Wednesday - 12 October 2022)

Session 5: Workforce development strategy and development of action plan

9:00-9:10	Key highlights from day 2		by a participant representative
9:10-9:40	WOAH tools and frameworks	Introduce WOA tools and frameworks available to support country efforts related to workforce development	Dr David Sherman, CBD, WOA
09:40-09:50	Summary of Group Discussion from Day 1 & 2	- Review stakeholder mapping from Day 1 and 2 (any modifications needed?)	Dr David Sherman, WOA
09:50-11:00 (with 15 min coffee break in between)	Group Exercise 4: Group discussion on national priorities related to veterinary workforce development and potential approach/strategy	- Identify priority issues of different national stakeholders - Potential approach/strategy for the country - Key actions -> short-term and longer-term	All Facilitation by national team supported by experts/WOAH team
11:00-11:45	Plenary discussion on approach to workforce development (way forward)	- Report back from groups - Identification of working group members - Role of working group to develop action plan - Informal support by the WOA on workforce	All Facilitation by national team supported by WOA team/experts

		assessment and planning if required	
11:45-12:30	Preparation of the way forward summary	Prepare the summary of the roadmap/way forward to be presented to the guests during closing session	Core team from Bhutan and experts/WOAH
12:30-13:30	Lunch		
The country team can continue to work on the summary PPT if needed while others can take break till the closing session in the evening			
17:00-17:45	Closing session		
17:00-17:15	Summary of road map/way forward	Presentation of the road map summary to the Secretary and Director of DoL	Dr Rinzin Pem, Head/CVO, Animal Health Division, DoL
17:15-17:30	Q&A		
17:30-17:45	Closing remarks	Closing remarks	Dasho Thinley Namgyel, Secretary, MOAF, Tashi Yangzome, WOAH delegate, WOAH, David Sherman, WOAH
18:00-21:00	Networking dinner for both National Workforce Development and VPP Training Workshop participants		